

CISNEROS DECLARATION
EXHIBIT 7
REDACTED VERSION
(Part 3 of 5)

Exhibit 1A

Hires and Separations at Defendant Companies - From/To Other Defendants vs. Overall

| | Hires | Separations | Hires + Separations |
|-----------------|-------|-------------|---------------------|
| Year | | | |
| 2001 | | | |
| 2002 | | | |
| 2003 | | | |
| 2004 | | | |
| 2005 | | | |
| 2006 | | | |
| 2007 | | | |
| 2008 | | | |
| 2009 | | | |
| 2010 | | | |
| 2011 | | | |
| 2001-2004 Avg | | | |
| 2005-2009 Avg | | | |
| 2010-2011 Avg | | | |
| 2001-2011 Avg | | | |
| 2001-2004 Total | | | |
| 2005-2009 Total | | | |
| 2010-2011 Total | | | |
| 2001-2011 Total | | | |

Notes: This analysis excludes hires indicated as acquisitions, hires showing the same defendant company as their immediate previous employer within one year of the hiring, and separations that appear as immediately rehired by the same defendant company within one year. Number of employees is calculated as average employment in each year.

Source: Dr. Leamer's employee data.

Exhibit 1B**Hires and Separations at Defendant Companies - From/To Other DNCC Defendants vs. Overall**

| | Hires | Separations | Hires + Separations |
|-----------------|-------|-------------|---------------------|
| Year | | | |
| 2001 | | | |
| 2002 | | | |
| 2003 | | | |
| 2004 | | | |
| 2005 | | | |
| 2006 | | | |
| 2007 | | | |
| 2008 | | | |
| 2009 | | | |
| 2010 | | | |
| 2011 | | | |
| 2001-2004 Avg | | | |
| 2005-2009 Avg | | | |
| 2010-2011 Avg | | | |
| 2001-2011 Avg | | | |
| 2001-2004 Total | | | |
| 2005-2009 Total | | | |
| 2010-2011 Total | | | |
| 2001-2011 Total | | | |

Notes: This analysis excludes hires indicated as acquisitions, hires showing the same defendant company as their immediate previous employer within one year of the hiring, and separations that appear as immediately rehired by the same defendant company within one year. Number of employees is calculated as average employment in each year.

Source: Dr. Leamer's employee data.

Exhibit 2A

Number of Employees by Defendant and Year

All Salaried Employee Class


































| | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar | All Defendants |
|------|-------|--------|--------|-------|--------|-----------|-------|----------------|
| 2001 | 2,503 | 5,096 | 210 | | 3,169 | | | 66,242 |
| 2002 | 2,226 | 5,255 | 542 | | 3,982 | | | 63,569 |
| 2003 | 2,291 | 5,424 | 1,329 | | 4,311 | | | 62,439 |
| 2004 | 2,508 | 5,684 | 2,346 | | 4,247 | | | 64,172 |
| 2005 | 3,791 | 6,474 | 4,117 | | 4,418 | | | 73,556 |
| 2006 | 3,663 | 6,993 | 6,873 | | 4,498 | | | 74,045 |
| 2007 | 3,951 | 7,951 | 8,768 | | 5,069 | | | 73,247 |
| 2008 | 4,203 | 9,135 | 10,983 | | 5,081 | | | 75,205 |
| 2009 | 4,928 | 10,005 | 11,175 | | 4,683 | | | 75,166 |
| 2010 | 5,010 | 11,655 | 13,988 | | 4,605 | | | 80,193 |
| 2011 | 5,385 | 13,226 | 18,179 | | 4,770 | | | 90,070 |

Source: Dr. Leamer's backup data and materials.

Exhibit 2B

Number of Employees by Defendant and Year

Technical, Creative, and R&D Class

| | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar | All Defendants |
|------|-------|-------|--------|---|--------|---|---|----------------|
| 2001 | 1,582 | 2,670 | 101 |  | 1,557 |  |  | 34,484 |
| 2002 | 1,441 | 2,866 | 207 |  | 1,977 |  |  | 33,881 |
| 2003 | 1,450 | 2,954 | 509 |  | 1,907 |  |  | 33,517 |
| 2004 | 1,579 | 2,942 | 1,026 |  | 1,829 |  |  | 33,592 |
| 2005 | 2,205 | 3,358 | 2,258 |  | 1,814 |  |  | 40,479 |
| 2006 | 2,218 | 3,677 | 3,776 |  | 1,863 |  |  | 41,216 |
| 2007 | 2,277 | 4,248 | 5,290 |  | 2,244 |  |  | 42,550 |
| 2008 | 2,400 | 4,950 | 6,388 |  | 2,349 |  |  | 44,243 |
| 2009 | 2,552 | 5,589 | 6,825 |  | 2,237 |  |  | 45,453 |
| 2010 | 2,489 | 6,663 | 8,693 |  | 2,308 |  |  | 48,994 |
| 2011 | 2,639 | 7,582 | 11,139 |  | 2,457 |  |  | 55,338 |

Source: Dr. Leamer's backup data and materials.

Exhibit 3

Top 20 Previous Employers of Hires by Defendant Companies

Adobe



Note: Hires through acquisitions are excluded. This analysis uses Adobe's compensation data and may not include all internal transfers.

Exhibit 3

Top 20 Previous Employers of Hires by Defendant Companies

Apple



Note: Analysis restricted to hires for job codes provided in the compensation data.

Exhibit 3

Top 20 Previous Employers of Hires by Defendant Companies

Google



Exhibit 3

Top 20 Previous Employers of Hires by Defendant Companies

Intel



Exhibit 3

Top 20 Previous Employers of Hires by Defendant Companies

Intuit

| Rank | Previous Employer | Number of Hires 2006-2012Q2 | Percentage of Total Hires 2006-2012Q2 |
|------|--|--------------------------------|--|
| | INTUIT | 2,465 | 38.7% |
| 1 | YAHOO | 109 | 1.7% |
| 2 | ICON | 68 | 1.1% |
| 3 | HP | 60 | 0.9% |
| 4 | ORACLE | 56 | 0.9% |
| 5 | EBAY | 54 | 0.8% |
| 6 | MICROSOFT | 44 | 0.7% |
| 7 | SYMANTEC CORP | 29 | 0.5% |
| 8 | CISCO | 24 | 0.4% |
| 9 | WELLS FARGO BANK | 24 | 0.4% |
| 10 | IBM | 22 | 0.3% |
| 11 | SUN MICRO | 22 | 0.3% |
| 12 | QUALCOMM | 18 | 0.3% |
| 13 | ADOBE | 17 | 0.3% |
| 14 | SONY | 17 | 0.3% |
| 15 | BOA | 16 | 0.3% |
| 16 | ACCENTURE | 15 | 0.2% |
| 17 | BOSTON CONSULTING GROUP | 14 | 0.2% |
| 18 | DELOITTE | 14 | 0.2% |
| 19 | BAIN | 13 | 0.2% |
| 20 | INTEL | 13 | 0.2% |
| | Self Employed/Unemployed | 54 | 0.8% |
| | Unknown | 449 | 7.1% |
| | Other (Non-Defendants) | 2,736 | 43.0% |
| | Other Defendants | 15 | 0.2% |
| | All Defendants excluding Intuit | 45 | 0.7% |
| | Intuit Total | 6,368 | 100% |

Exhibit 3

Top 20 Previous Employers of Hires by Defendant Companies

Lucasfilm

| Rank | Previous Employer | Number of Hires 2008Q2-2012Q1 | Percentage of Total Hires 2008Q2-2012Q1 |
|------|------------------------------------|----------------------------------|--|
| | LUCASFILM | 26 | 7.1% |
| 1 | ELECTRONIC ARTS | 20 | 5.5% |
| 2 | IMAGEMOVERS DIGITAL | 8 | 2.2% |
| 3 | WALT DISNEY | 6 | 1.6% |
| 4 | ACTIVISION | 5 | 1.4% |
| 5 | ORPHANAGE INC | 5 | 1.4% |
| 6 | 2K GAMES | 4 | 1.1% |
| 7 | CBS | 4 | 1.1% |
| 8 | DIGITAL DOMAIN | 4 | 1.1% |
| 9 | PDI | 4 | 1.1% |
| 10 | SONY | 4 | 1.1% |
| 11 | APPLE | 3 | 0.8% |
| 12 | DOUBLE FINE PRODUCTIONS | 3 | 0.8% |
| 13 | DREAMWORKS | 3 | 0.8% |
| 14 | MICROSOFT | 3 | 0.8% |
| 15 | PIXAR | 3 | 0.8% |
| 16 | ZYNGA | 3 | 0.8% |
| 17 | CRYSTAL DYNAMICS | 2 | 0.5% |
| 18 | MUNKYFUN INC | 2 | 0.5% |
| 19 | ADOBE | 1 | 0.3% |
| 20 | EBAY | 1 | 0.3% |
| | Self Employed/Unemployed | 3 | 0.8% |
| | Unknown | 61 | 16.7% |
| | Other (Non-Defendants) | 187 | 51.2% |
| | Other Defendants | 0 | 0.0% |
| | All Defendants excluding Lucasfilm | 7 | 1.9% |
| | Lucasfilm Total | 365 | 100% |

Exhibit 3

Top 20 Previous Employers of Hires by Defendant Companies

Pixar

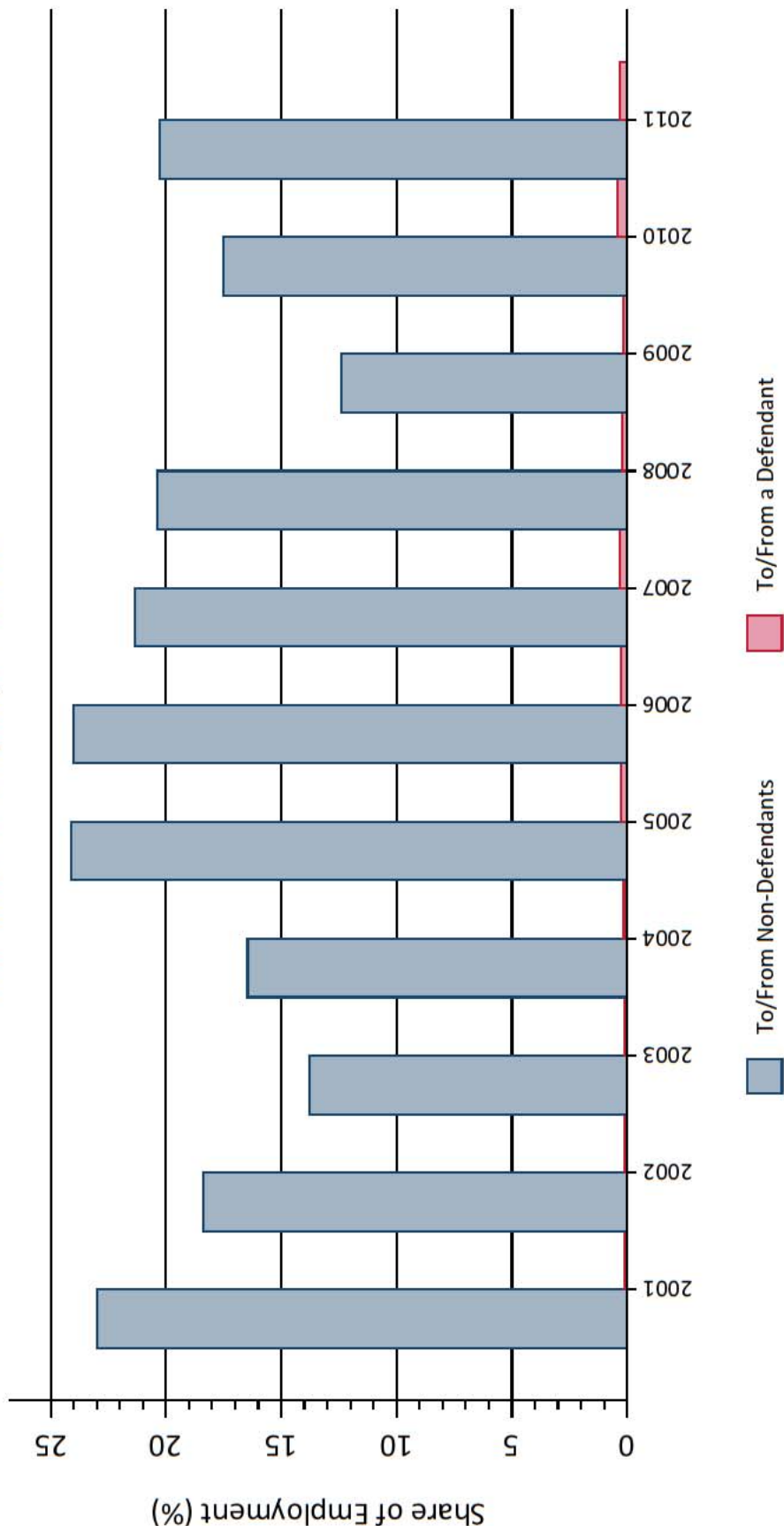
| Rank | Previous Employer | Number of Hires 2001-2012Q2 | Percentage of Total Hires 2001-2012Q2 |
|------|---------------------------------------|--------------------------------|--|
| 1 | PIXAR | 5 | 0.6% |
| 2 | LUCASFILM | 22 | 2.5% |
| 3 | BLUE SKY STUDIO | 18 | 2.1% |
| 4 | WALT DISNEY | 16 | 1.8% |
| 5 | PDI | 10 | 1.1% |
| 6 | TIPPETT | 10 | 1.1% |
| 7 | APPLE | 8 | 0.9% |
| 8 | DREAMWORKS | 6 | 0.7% |
| 9 | RHYTHM & HUES | 6 | 0.7% |
| 10 | UC BERKELEY | 5 | 0.6% |
| 11 | WDFA | 5 | 0.6% |
| 12 | ELECTRONIC ARTS | 4 | 0.5% |
| 13 | ESC ENTERTAINMENT | 4 | 0.5% |
| 14 | MICROSOFT | 4 | 0.5% |
| 15 | SONY | 4 | 0.5% |
| 16 | BRIGHAM YOUNG UNIV | 3 | 0.3% |
| 17 | FRAMESTORE | 3 | 0.3% |
| 18 | GOOGLE | 3 | 0.3% |
| 19 | TAMU | 3 | 0.3% |
| 20 | WARNER BRO | 3 | 0.3% |
| | ACTIVISION | 2 | 0.2% |
| | Self Employed/Unemployed | 7 | 0.8% |
| | Unknown | 420 | 48.2% |
| | Other (Non-Defendants) | 294 | 33.7% |
| | Other Defendants | 7 | 0.8% |
| | All Defendants excluding Pixar | 40 | 4.6% |
| | Pixar Total | 872 | 100% |

Note: The lengths of the periods analyzed vary by company based on data availability.

Sources: Recruiting data from Apple, Google, Intel, Intuit, Lucasfilm, and Pixar. Compensation data from Adobe and Apple.

Exhibit 4A

Annual Hires and Separations as a Share of Defendants' Average Total Employment All Salaried Employee Class



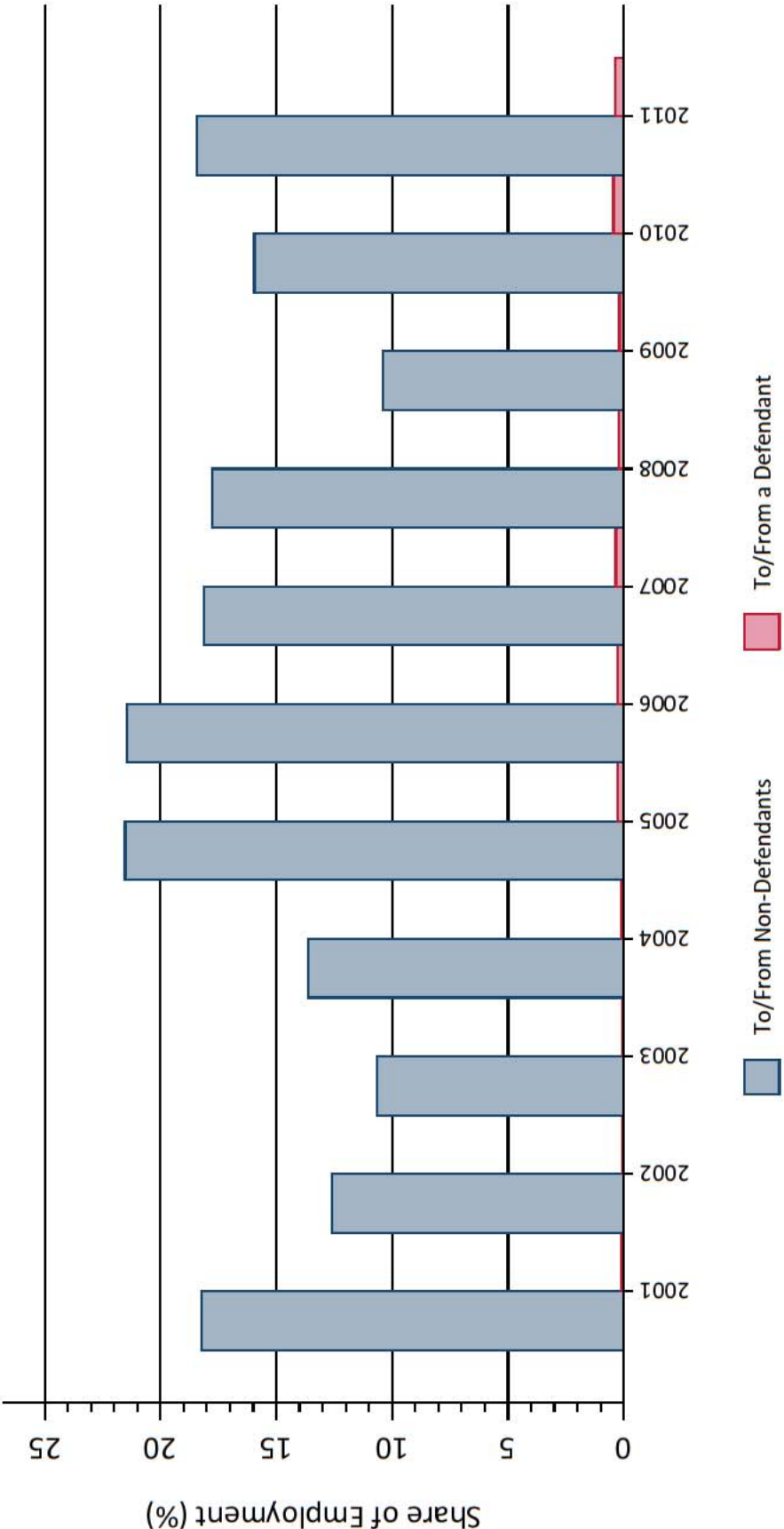
Notes:

- [1] An employee is classified as "To/From a Defendant" if he/she is employed by one Defendant within 12 months of separating from a different Defendant.
- [2] Employees who are rehired by the same Defendant within one year of separating are excluded from the counts of hires and separations.

Source: Dr. Leamer's backup data and materials.

Exhibit 4B

Annual Hires and Separations as a Share of Defendants' Average Total Employment
Technical, Creative, and R&D Class



Notes:

- [1] An employee is classified as "To/From a Defendant" if he/she is employed by one Defendant within 12 months of separating from a different Defendant.
- [2] Employees who are rehired by the same Defendant within one year of separating are excluded from the counts of hires and separations.

Source: Dr. Leamer's backup data and materials.

Exhibit 5

Employment of Software Engineers

| Year | % of Industries of Defendant Companies | | | | | | | Industries of Defendant Companies | Defendant Companies | % of Industries of Defendant Companies | | | | | | | Defendant Companies |
|------|--|-------|--------|-------|--------|-----------|-------|-----------------------------------|---------------------|--|-------|--------|-------|--------|-----------|-------|---------------------|
| | Adobe | Apple | Google | Intel | Intuit | LucasFilm | Pixar | | | Adobe | Apple | Google | Intel | Intuit | LucasFilm | Pixar | |
| 2002 | 1,165 | | | | 1,263 | | | 79,910 | 8,065 | 1.5% | | | | 1.6% | | | 10.1% |
| 2003 | 1,167 | | | | 1,228 | | | 101,470 | 7,811 | 1.2% | | | | 1.2% | | | 7.7% |
| 2004 | 1,258 | | | | 1,207 | | | 105,160 | 8,317 | 1.2% | | | | 1.1% | | | 7.9% |
| 2005 | 1,694 | | | | 1,336 | | | 106,890 | 10,656 | 1.6% | | | | 1.2% | | | 10.0% |
| 2006 | 1,728 | | | | 1,333 | | | 96,440 | 11,742 | 1.8% | | | | 1.4% | | | 12.2% |
| 2007 | 1,880 | | | | 1,411 | | | 108,650 | 13,907 | 1.7% | | | | 1.3% | | | 12.8% |
| 2008 | 1,958 | | | | 1,425 | | | 122,130 | 15,404 | 1.6% | | | | 1.2% | | | 12.6% |
| 2009 | 1,984 | | | | 1,282 | | | 127,860 | 16,301 | 1.6% | | | | 1.0% | | | 12.7% |
| 2010 | 1,865 | | | | 1,361 | | | 124,910 | 18,728 | 1.5% | | | | 1.1% | | | 15.0% |
| 2011 | 1,939 | | | | 1,475 | | | 134,150 | 22,318 | 1.4% | | | | 1.1% | | | 16.6% |

2002-2004 Average: 8.6%

2005-2009 Average: 12.1%

2010-2011 Average: 15.8%

| All Industries | % of All Industries | | | | | | | All Industries | % of All Industries | | | | | | | All Industries |
|----------------|---------------------|-------|--------|-------|--------|-----------|-------|----------------|---------------------|-------|--------|-------|--------|-----------|-------|----------------|
| | Adobe | Apple | Google | Intel | Intuit | LucasFilm | Pixar | | Adobe | Apple | Google | Intel | Intuit | LucasFilm | Pixar | |
| 584,020 | 0.2% | | | | 0.2% | | | 584,020 | 0.2% | | | | 0.2% | | | 1.4% |
| 651,740 | 0.2% | | | | 0.2% | | | 651,740 | 0.2% | | | | 0.2% | | | 1.2% |
| 717,420 | 0.2% | | | | 0.2% | | | 717,420 | 0.2% | | | | 0.2% | | | 1.2% |
| 758,050 | 0.2% | | | | 0.2% | | | 758,050 | 0.2% | | | | 0.2% | | | 1.4% |
| 764,430 | 0.2% | | | | 0.2% | | | 764,430 | 0.2% | | | | 0.2% | | | 1.5% |
| 834,850 | 0.2% | | | | 0.2% | | | 834,850 | 0.2% | | | | 0.2% | | | 1.7% |
| 851,850 | 0.2% | | | | 0.2% | | | 851,850 | 0.2% | | | | 0.2% | | | 1.8% |
| 852,670 | 0.2% | | | | 0.2% | | | 852,670 | 0.2% | | | | 0.2% | | | 1.9% |
| 868,210 | 0.2% | | | | 0.2% | | | 868,210 | 0.2% | | | | 0.2% | | | 2.2% |
| 921,500 | 0.2% | | | | 0.2% | | | 921,500 | 0.2% | | | | 0.2% | | | 2.4% |

2002-2004 Average: 1.2%































2005-2009 Average: 1.7%

2010-2011 Average: 2.3%

Source: Defendant employment numbers are based on Dr. Leamer's employee data as well as classification of software engineers performed by my staff. Employment of industries of Defendant companies based on BLS OES National Industry Specific Data for the following NAICS codes (based on CapiQ company information):

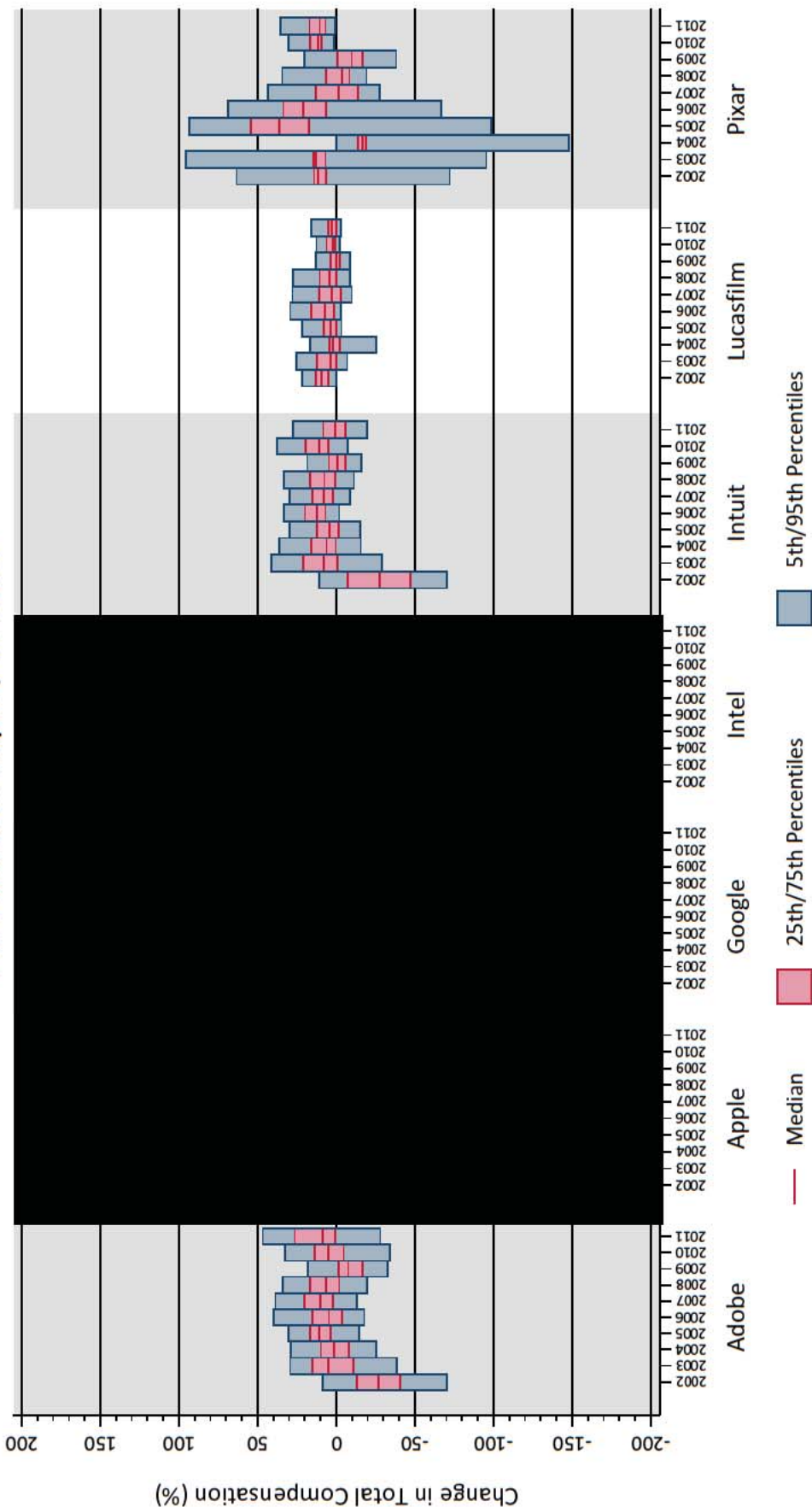
334100 Computer and Peripheral Equipment Manufacturing
519100 Other Information Services
334400 Semiconductor and Other Electronic Component Manufacturing
511200 Software Publishers
512100 Motion Picture and Video Industries

Exhibit 6
Age Distribution of New Hires
2001 through 2011

| | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|---|-------|---|---|---|--------|-----------|-------|
| <u>All Salaried Employee Class</u> | | | | | | | |
| 25 and under | 7% |  |  |  | 7% | 6% | 19% |
| 26 to 30 | 19% |  |  |  | 17% | 24% | 30% |
| 31 to 35 | 24% |  |  |  | 24% | 30% | 24% |
| 36 to 40 | 22% |  |  |  | 22% | 22% | 14% |
| 41 and over | 28% |  |  |  | 30% | 17% | 13% |
| <u>Technical, Creative, and R&D Class</u> | | | | | | | |
| 25 and under | 8% |  |  |  | 6% | 7% | 18% |
| 26 to 30 | 20% |  |  |  | 17% | 27% | 32% |
| 31 to 35 | 24% |  |  |  | 26% | 33% | 24% |
| 36 to 40 | 21% |  |  |  | 22% | 21% | 15% |
| 41 and over | 27% |  |  |  | 29% | 12% | 10% |

Source: Dr. Leamer's backup data and materials.

Exhibit 7A
Distributions of Annual Changes in Total Compensation
All Salaried Employee Class

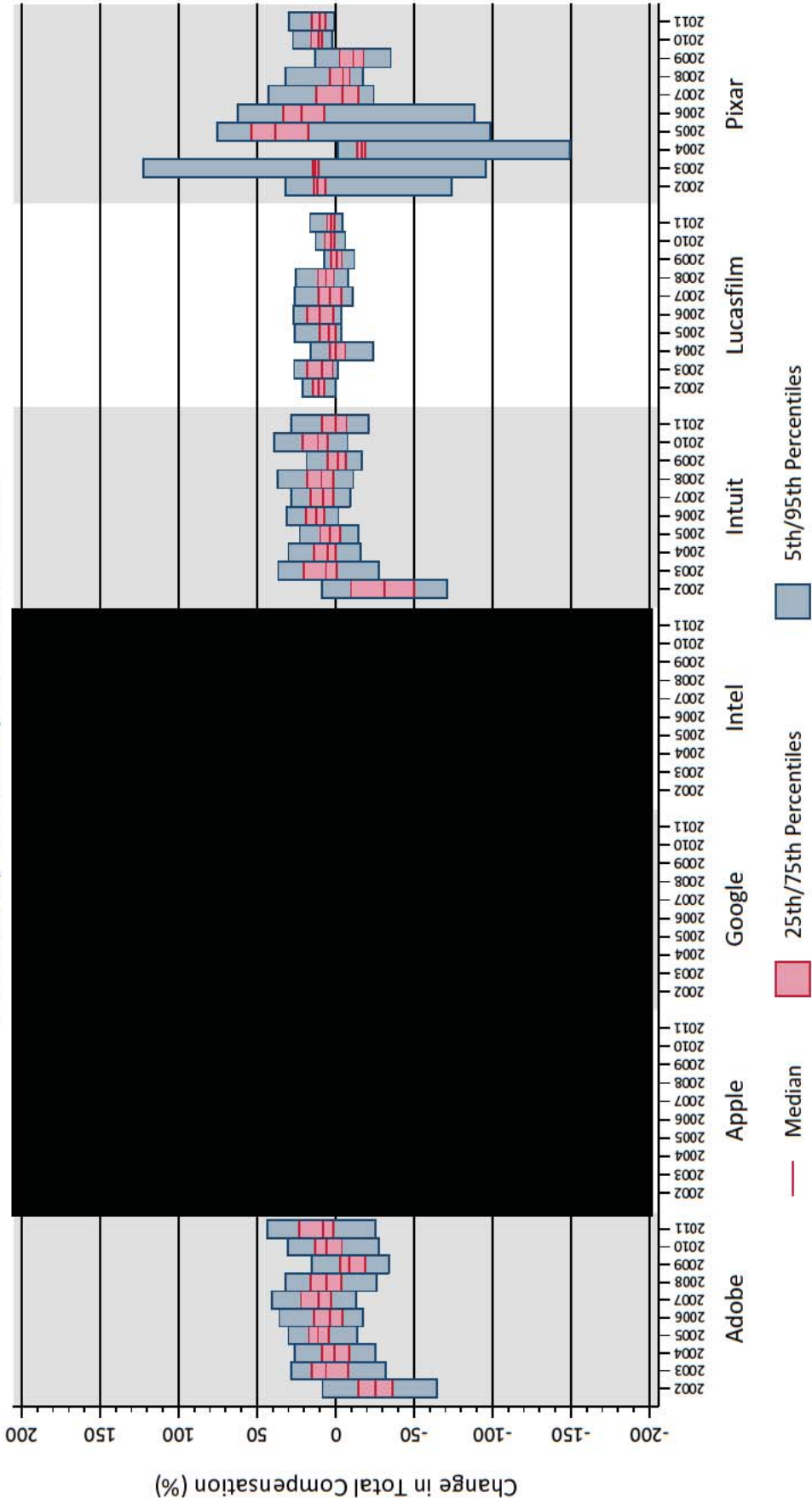


Note: Percent changes in total compensation are defined as the log of the current year's total compensation minus the log of the previous year's total compensation multiplied by 100.

Source: Dr. Leamer's backup data and materials.

Exhibit 7B

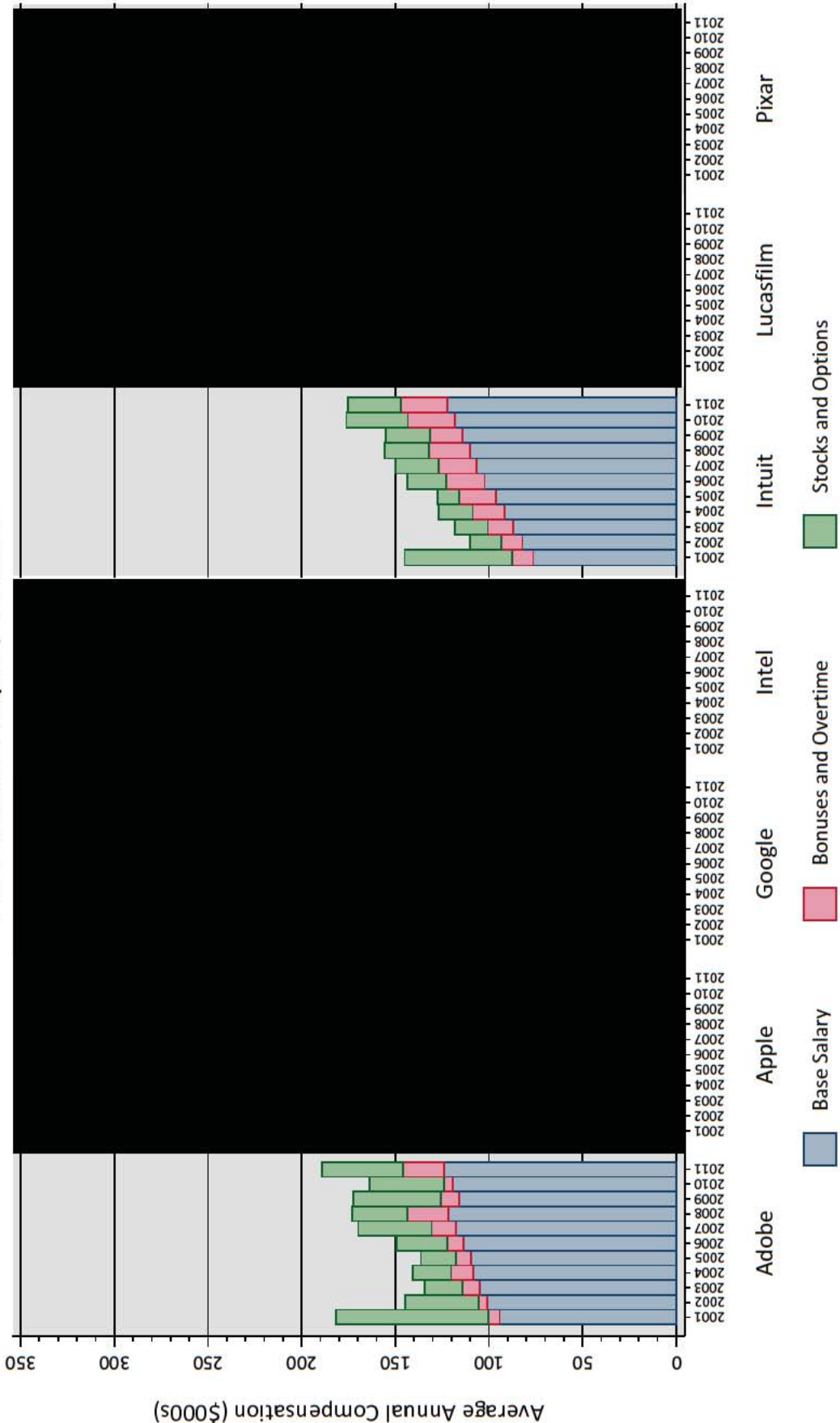
Distributions of Annual Changes in Total Compensation
Technical, Creative, and R&D Class



Note: Percent changes in total compensation are defined as the log of the current year's total compensation minus the log of the previous year's total compensation multiplied by 100.

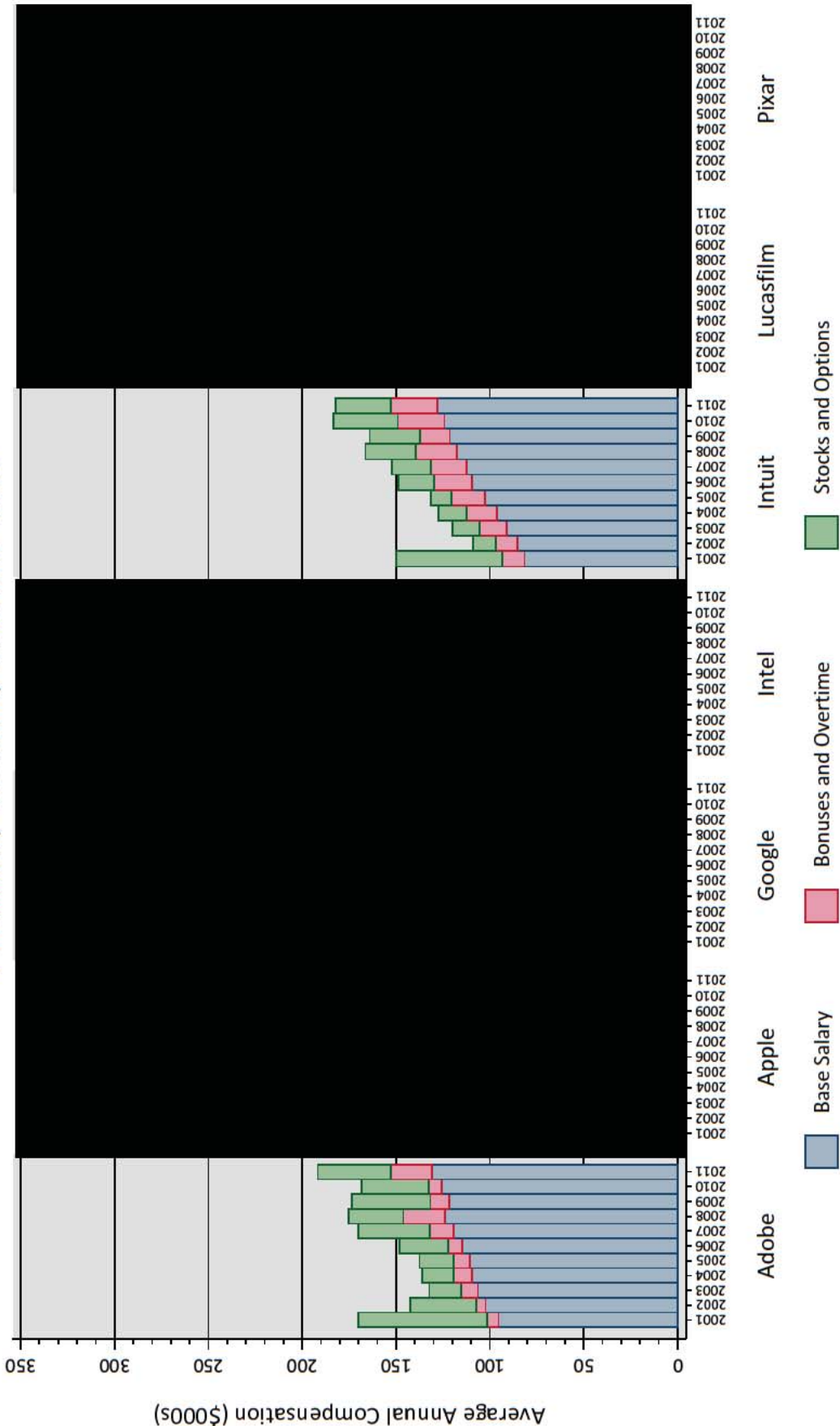
Source: Dr. Leamer's backup data and materials.

Exhibit 8A
Composition of Total Compensation
All Salaried Employee Class



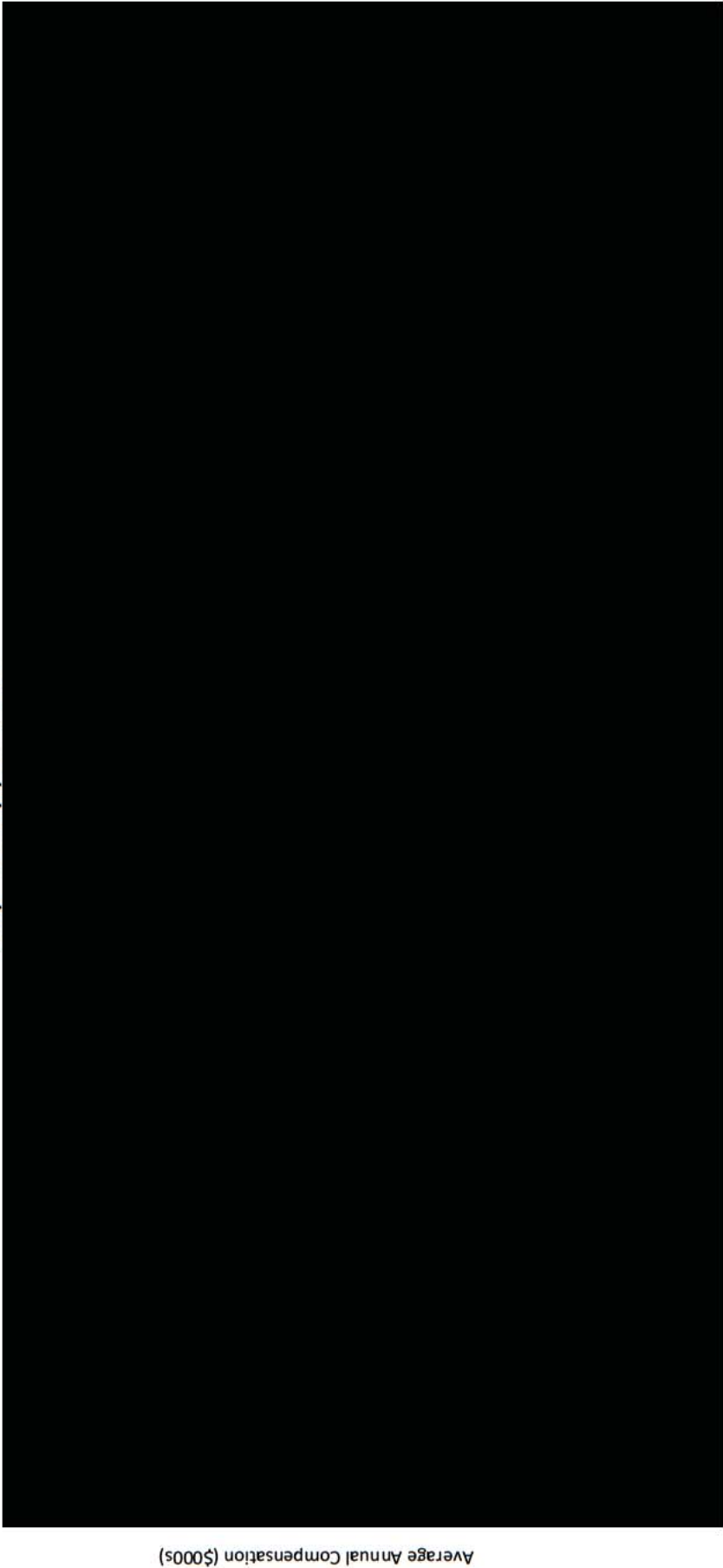
Source: Dr. Leamer's backup data and materials.

Exhibit 8B
Composition of Total Compensation
Technical, Creative, and R&D Class



Source: Dr. Leamer's backup data and materials.

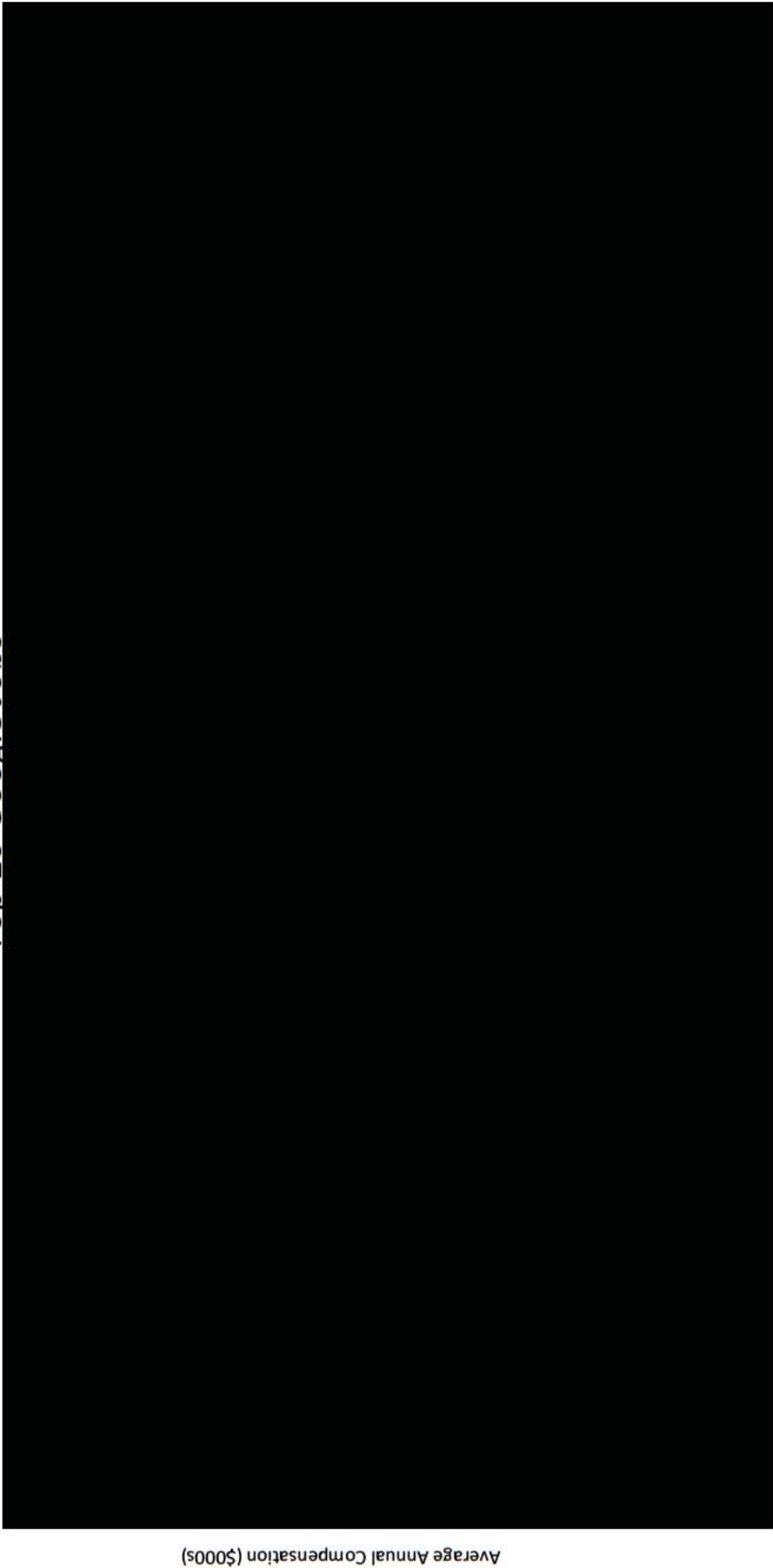
Exhibit 9A
Composition of Total Compensation for Major Jobs
Top 10 Apple Jobs



Notes:
[1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
[2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.
[3] Apple's job titles changed in 2005.

Source: Dr. Leamer's backup data and materials.

Exhibit 9B
Composition of Total Compensation for Major Jobs
Top 10 Google Jobs



Base Salary Bonuses and Overtime Stocks and Options

Notes:

- [1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
- [2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

Source: Dr. Leamer's backup data and materials.

Exhibit 10

Average Total Compensation per Employee as Percentage of Revenue per Employee (Dr. Leamer's Figure 9 Data)

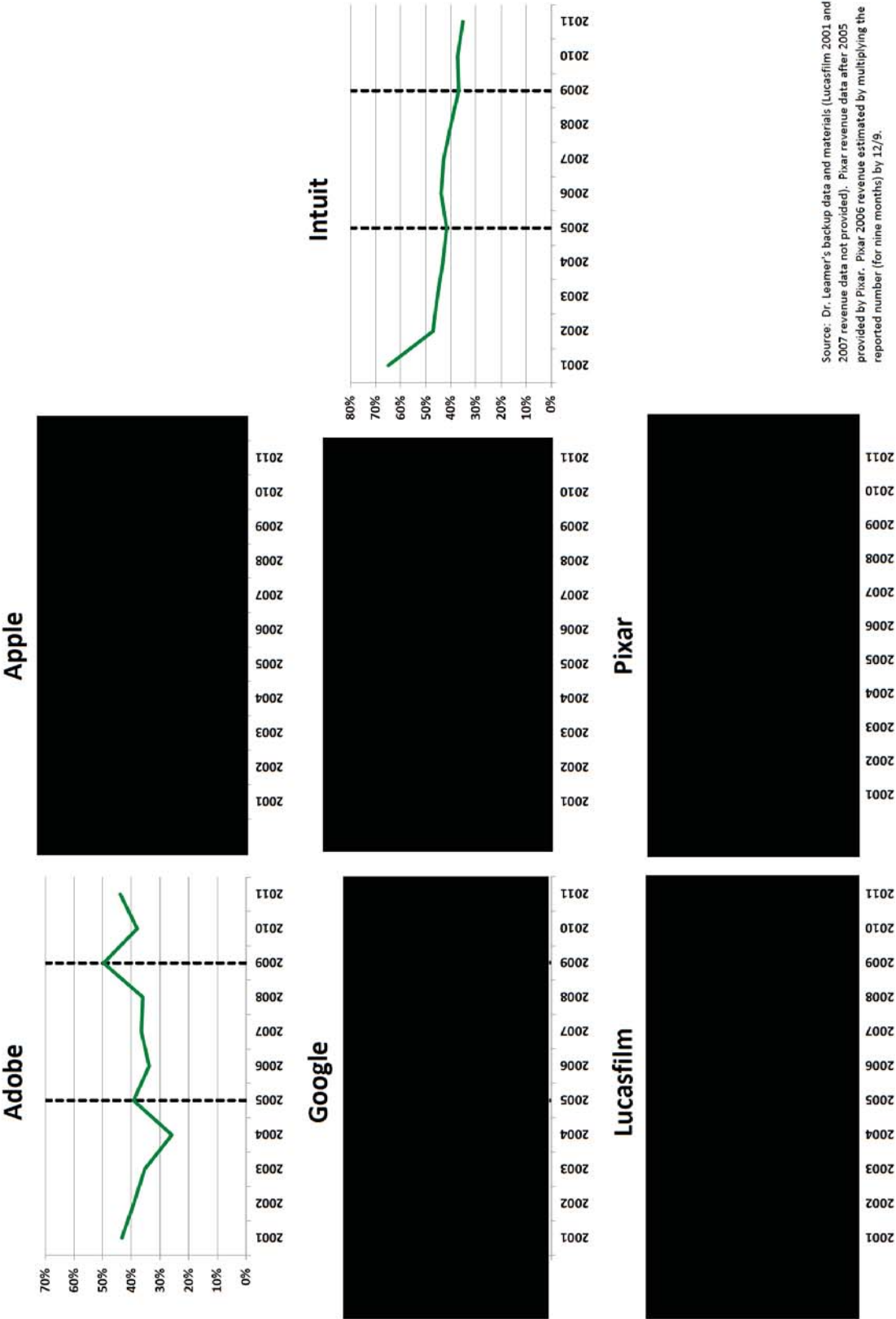
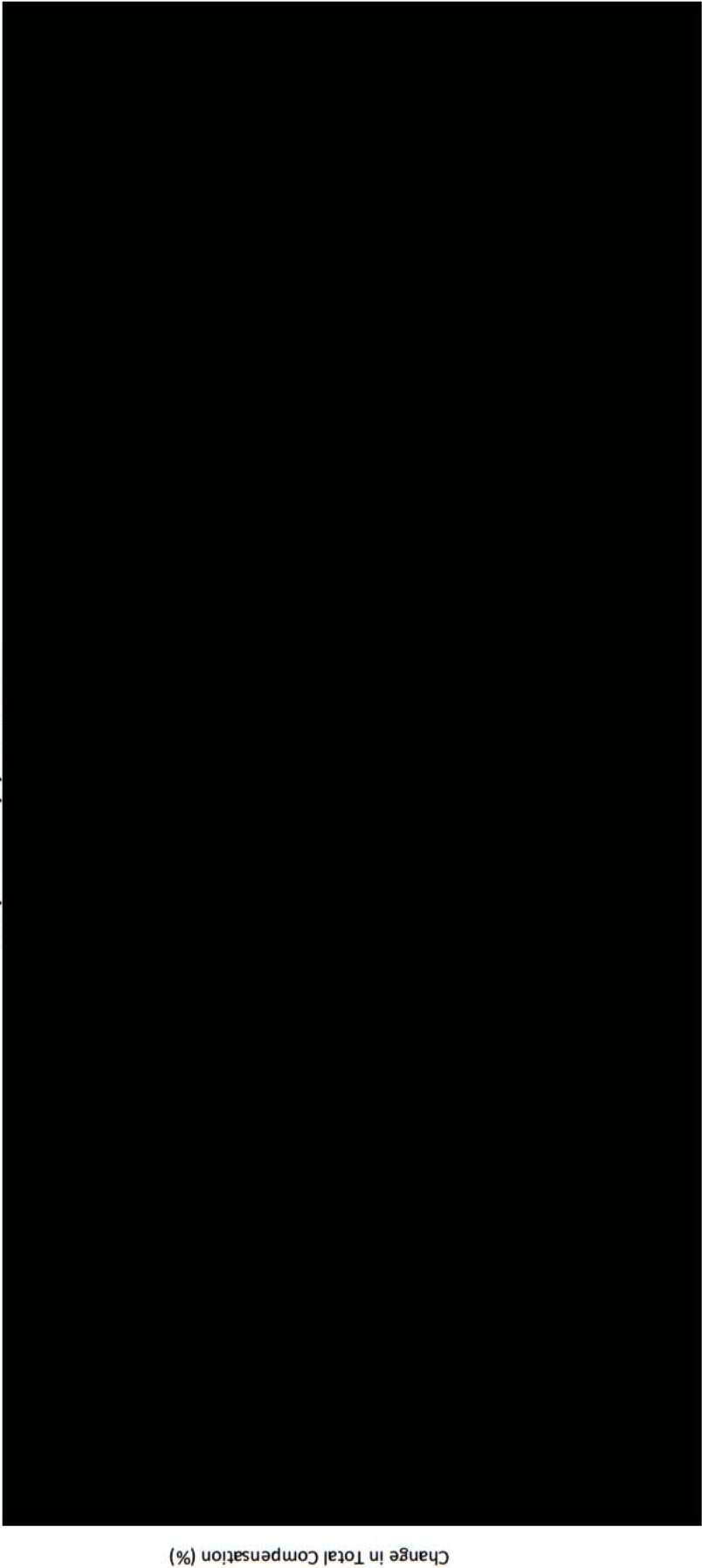


Exhibit 11A
Distributions of Annual Changes in Total Compensation
Top 10 Apple Jobs



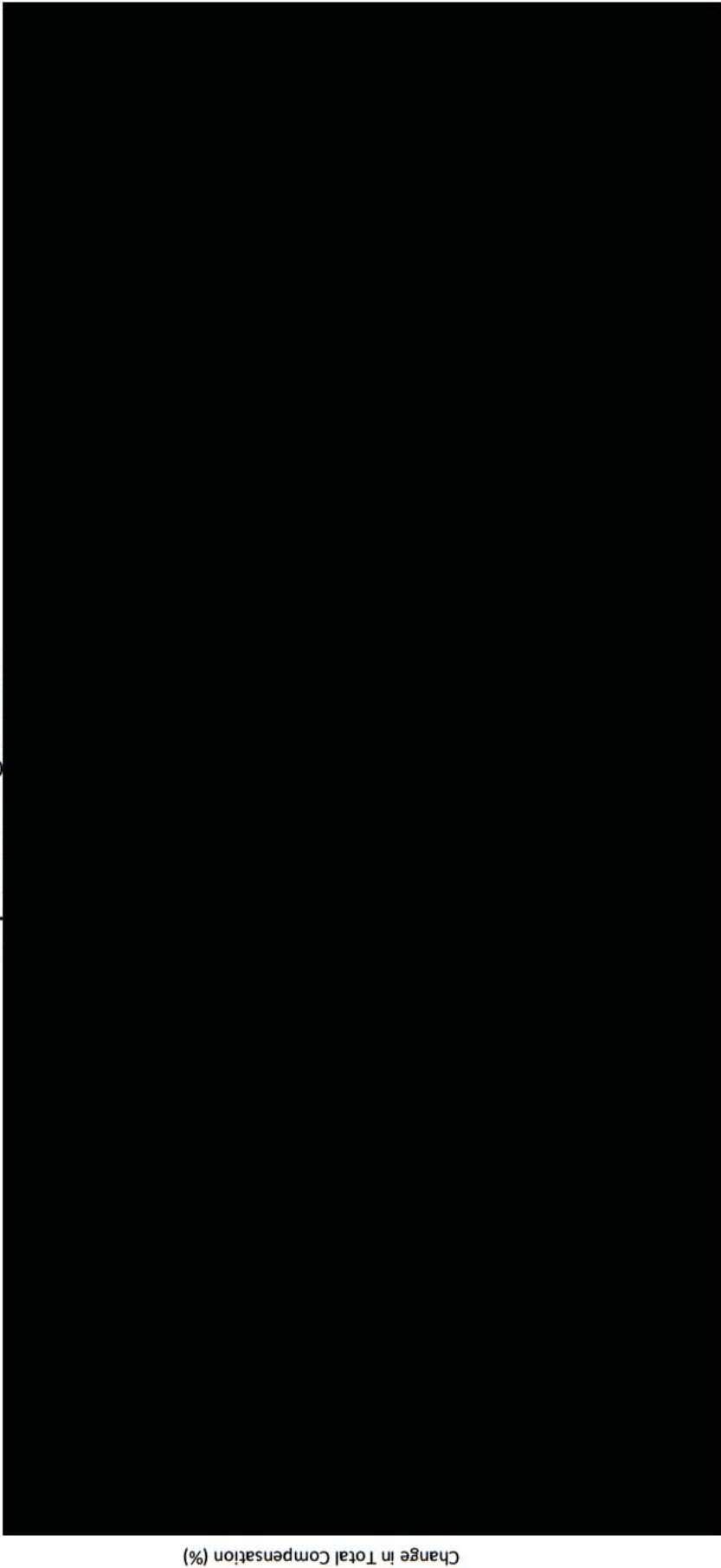
— Median 25th/75th Percentiles 5th/95th Percentiles

Notes:

- [1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
- [2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.
- [3] Percent changes are defined as differences in logs.
- [4] Apple's job titles changed in 2005.

Source: Dr. Leamer's backup data and materials.

Exhibit 11B
Distributions of Annual Changes in Total Compensation
Top 10 Google Jobs



Change in Total Compensation (%)

— Median 25th/75th Percentiles 5th/95th Percentiles

Notes:

- [1] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
- [2] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.
- [3] Percent changes are defined as differences in logs.

Source: Dr. Leamer's backup data and materials.

Exhibit 12

R-Squareds in Dr. Leamer's "Compensation Structure" Regressions Are Mostly Attributable to Employer and Job Indicators

| | All-Salaried Employee Class | | | Technical, Creative, and R&D Class | | |
|------|--|--|---|--|--|---|
| | R-Squareds in Dr. Leamer's Figure 11 | Including Only Employer and Job Indicators | Excluding Employer and Job Indicators | R-Squareds in Dr. Leamer's Figure 13 | Including Only Employer and Job Indicators | Excluding Employer and Job Indicators |
| 2001 | 95% | 94% | 21% | 89% | 89% | 15% |
| 2002 | 94% | 93% | 21% | 89% | 88% | 16% |
| 2003 | 94% | 93% | 22% | 88% | 88% | 16% |
| 2004 | 93% | 93% | 19% | 88% | 88% | 18% |
| 2005 | 93% | 92% | 20% | 88% | 87% | 16% |
| 2006 | 92% | 92% | 21% | 87% | 87% | 19% |
| 2007 | 91% | 91% | 21% | 85% | 85% | 17% |
| 2008 | 92% | 91% | 20% | 86% | 86% | 19% |
| 2009 | 92% | 92% | 20% | 88% | 88% | 17% |
| 2010 | 90% | 90% | 22% | 84% | 84% | 18% |
| 2011 | 92% | 91% | 24% | 88% | 87% | 21% |

Source: Dr. Leamer's Figure 11 and 13 regressions.

Exhibit 13A

Named Plaintiffs' Actual Total Compensation vs. Predictions by Dr. Leamer's Figure 12 Model

| Named Plaintiff | Employer | Year | Total Comp | | | | Difference | % Difference |
|---------------------|-----------|------|--------------|---------|---------------------------------|---------------|-------------|--------------|
| | | | Actual Total | Comp | Predicted by Dr. Leamer's Model | [1] | | |
| | | | | | [2] | [3] = [1]-[2] | | = [3]/[1] |
| Brandon Marshall | ADOBE | 2006 | \$ | 73,895 | \$ | 61,035 | \$ 12,860 | 17.4% |
| Michael Devine | ADOBE | 2006 | \$ | 131,222 | \$ | 124,424 | \$ 6,798 | 5.2% |
| Michael Devine | ADOBE | 2007 | \$ | 146,540 | \$ | 135,001 | \$ 11,539 | 7.9% |
| Mark Fichtner | INTEL | 2001 | \$ | 151,712 | \$ | 133,620 | \$ 18,091 | 11.9% |
| Mark Fichtner | INTEL | 2002 | \$ | 124,426 | \$ | 120,980 | \$ 3,446 | 2.8% |
| Mark Fichtner | INTEL | 2003 | \$ | 109,352 | \$ | 109,349 | \$ 3 | 0.0% |
| Mark Fichtner | INTEL | 2004 | \$ | 123,374 | \$ | 120,221 | \$ 3,153 | 2.6% |
| Mark Fichtner | INTEL | 2005 | \$ | 133,431 | \$ | 135,403 | \$ (1,972) | -1.5% |
| Mark Fichtner | INTEL | 2008 | \$ | 122,013 | \$ | 133,469 | \$ (11,456) | -9.4% |
| Mark Fichtner | INTEL | 2009 | \$ | 138,501 | \$ | 139,125 | \$ (624) | -0.5% |
| Mark Fichtner | INTEL | 2010 | \$ | 152,238 | \$ | 141,816 | \$ 10,422 | 6.8% |
| Daniel Stover | INTUIT | 2006 | \$ | 79,129 | \$ | 91,136 | \$ (12,007) | -15.2% |
| Daniel Stover | INTUIT | 2007 | \$ | 103,265 | \$ | 105,061 | \$ (1,796) | -1.7% |
| Daniel Stover | INTUIT | 2008 | \$ | 175,177 | \$ | 108,817 | \$ 66,361 | 37.9% |
| Daniel Stover | INTUIT | 2009 | \$ | 132,553 | \$ | 121,416 | \$ 11,137 | 8.4% |
| Siddharth Hariharan | LUCASFILM | 2007 | \$ | 102,000 | \$ | 90,819 | \$ 11,182 | 11.0% |

Source: Dr. Leamer's Figure 12 regressions.

Exhibit 13B

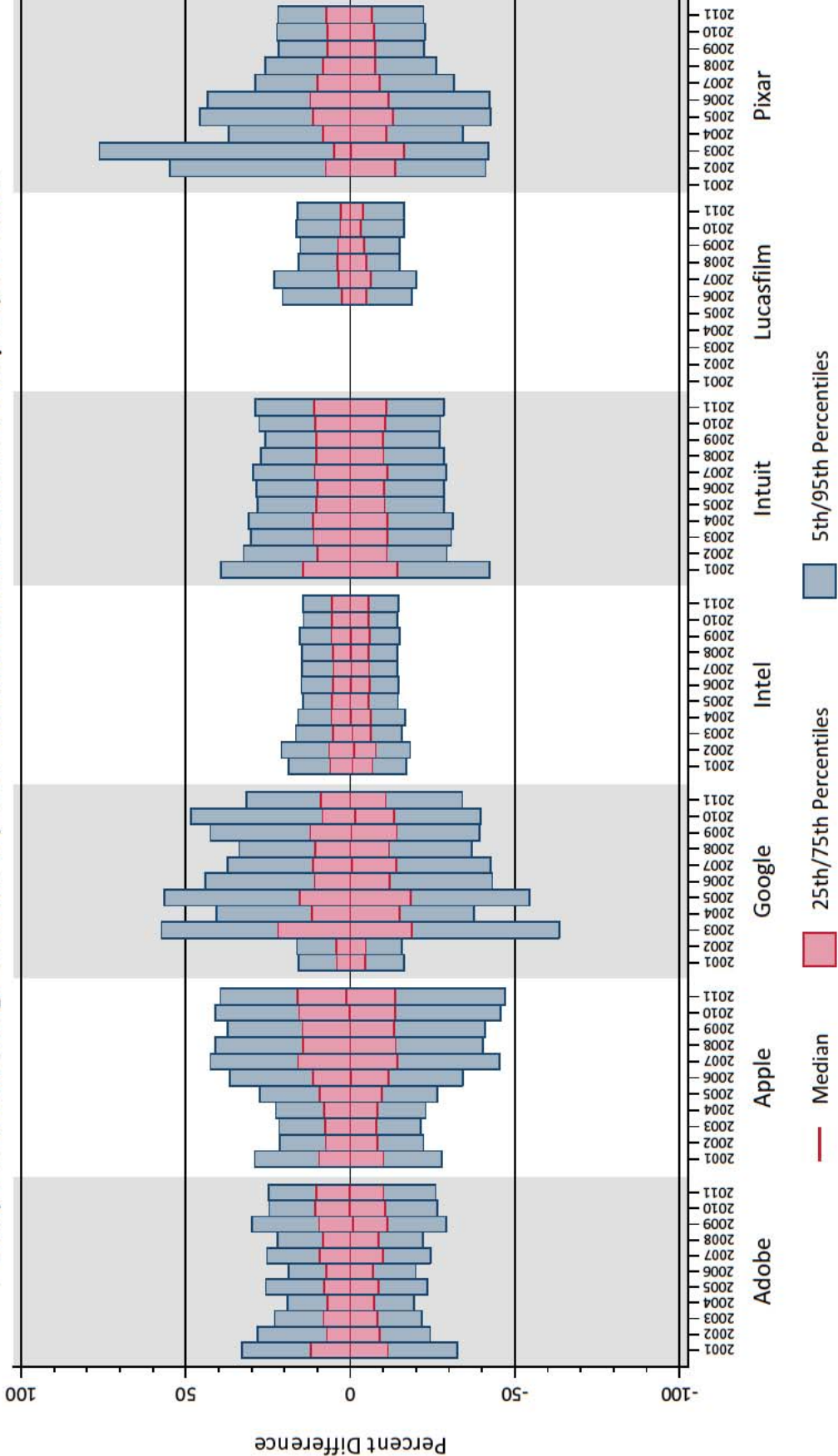
**Named Plaintiffs' Actual Total Compensation vs. Predictions
by Dr. Leamer's Figure 14 Model**

| Named Plaintiff | Employer | Year | Total Comp | | | |
|---------------------|-----------|------|--------------|----------------|------------------|--------------|
| | | | Actual Total | | Predicted by Dr. | |
| | | | Comp | Leamer's Model | Difference | % Difference |
| | | | [1] | [2] | [3] = [1]-[2] | = [3]/[1] |
| Brandon Marshall | ADOBE | 2006 | \$ 73,895 | \$ 60,754 | \$ 13,141 | 17.8% |
| | | | | | | |
| Michael Devine | ADOBE | 2006 | \$ 131,222 | \$ 124,661 | \$ 6,561 | 5.0% |
| Michael Devine | ADOBE | 2007 | \$ 146,540 | \$ 134,724 | \$ 11,816 | 8.1% |
| | | | | | | |
| Mark Fichtner | INTEL | 2001 | \$ 151,712 | \$ 135,177 | \$ 16,534 | 10.9% |
| Mark Fichtner | INTEL | 2002 | \$ 124,426 | \$ 121,965 | \$ 2,461 | 2.0% |
| Mark Fichtner | INTEL | 2003 | \$ 109,352 | \$ 109,866 | \$ (514) | -0.5% |
| Mark Fichtner | INTEL | 2004 | \$ 123,374 | \$ 119,152 | \$ 4,222 | 3.4% |
| Mark Fichtner | INTEL | 2005 | \$ 133,431 | \$ 134,261 | \$ (830) | -0.6% |
| Mark Fichtner | INTEL | 2008 | \$ 122,013 | \$ 132,988 | \$ (10,974) | -9.0% |
| Mark Fichtner | INTEL | 2009 | \$ 138,501 | \$ 139,074 | \$ (573) | -0.4% |
| Mark Fichtner | INTEL | 2010 | \$ 152,238 | \$ 141,186 | \$ 11,052 | 7.3% |
| | | | | | | |
| Daniel Stover | INTUIT | 2007 | \$ 103,265 | \$ 105,025 | \$ (1,760) | -1.7% |
| Daniel Stover | INTUIT | 2008 | \$ 175,177 | \$ 108,866 | \$ 66,311 | 37.9% |
| Daniel Stover | INTUIT | 2009 | \$ 132,553 | \$ 122,644 | \$ 9,909 | 7.5% |
| | | | | | | |
| Siddharth Hariharan | LUCASFILM | 2007 | \$ 102,000 | \$ 89,439 | \$ 12,561 | 12.3% |

Source: Dr. Leamer's Figure 14 regressions.

Exhibit 14A

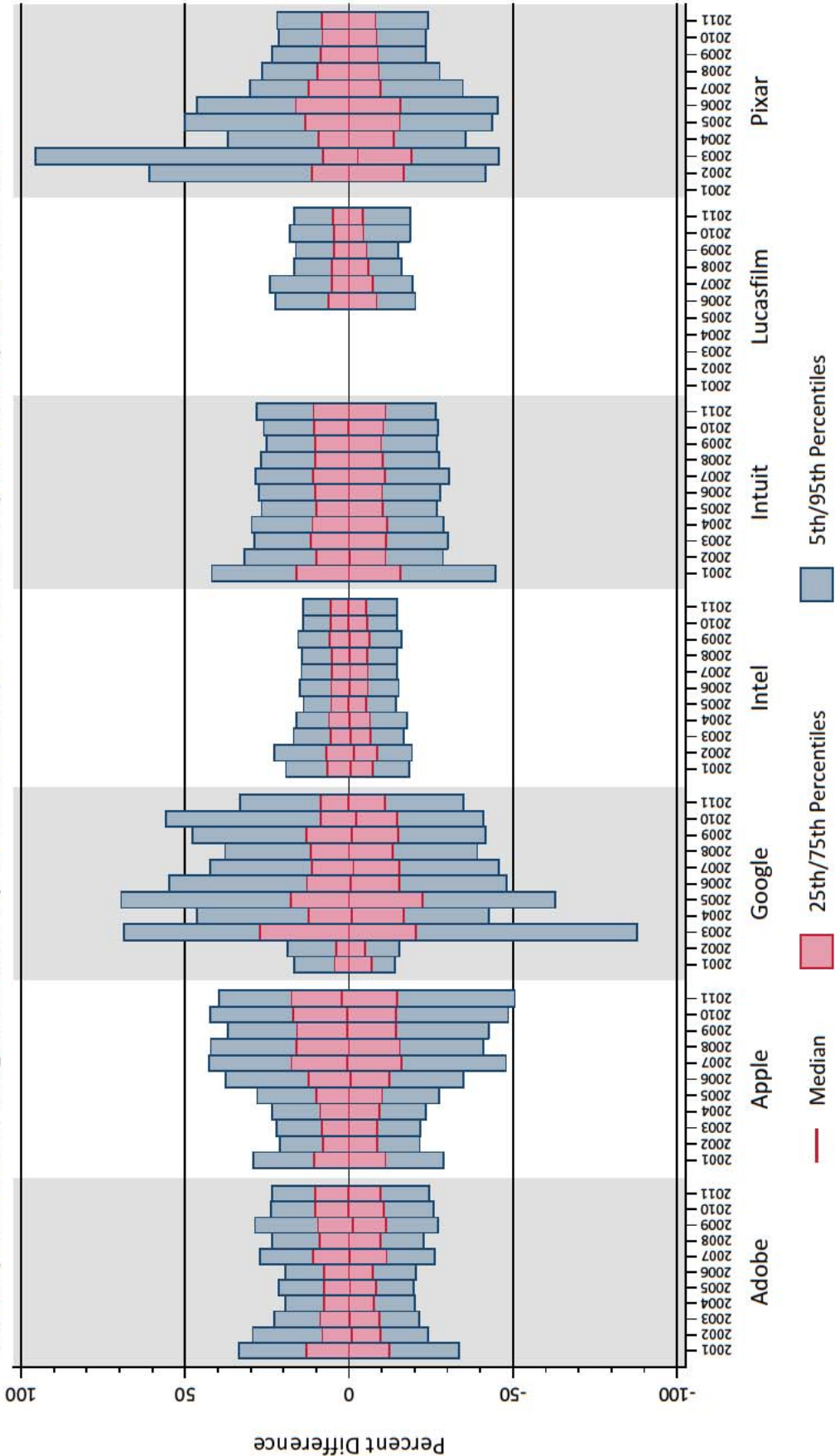
Differences between Actual Compensation and Dr. Leamer's Predicted Compensation
Yearly Hedonic Regressions by Defendant for All Salaried Employee Class



Note: The percent difference is calculated as the residual from Dr. Leamer's Figure 12 regression models multiplied by 100.
Source: Dr. Leamer's backup data and materials.

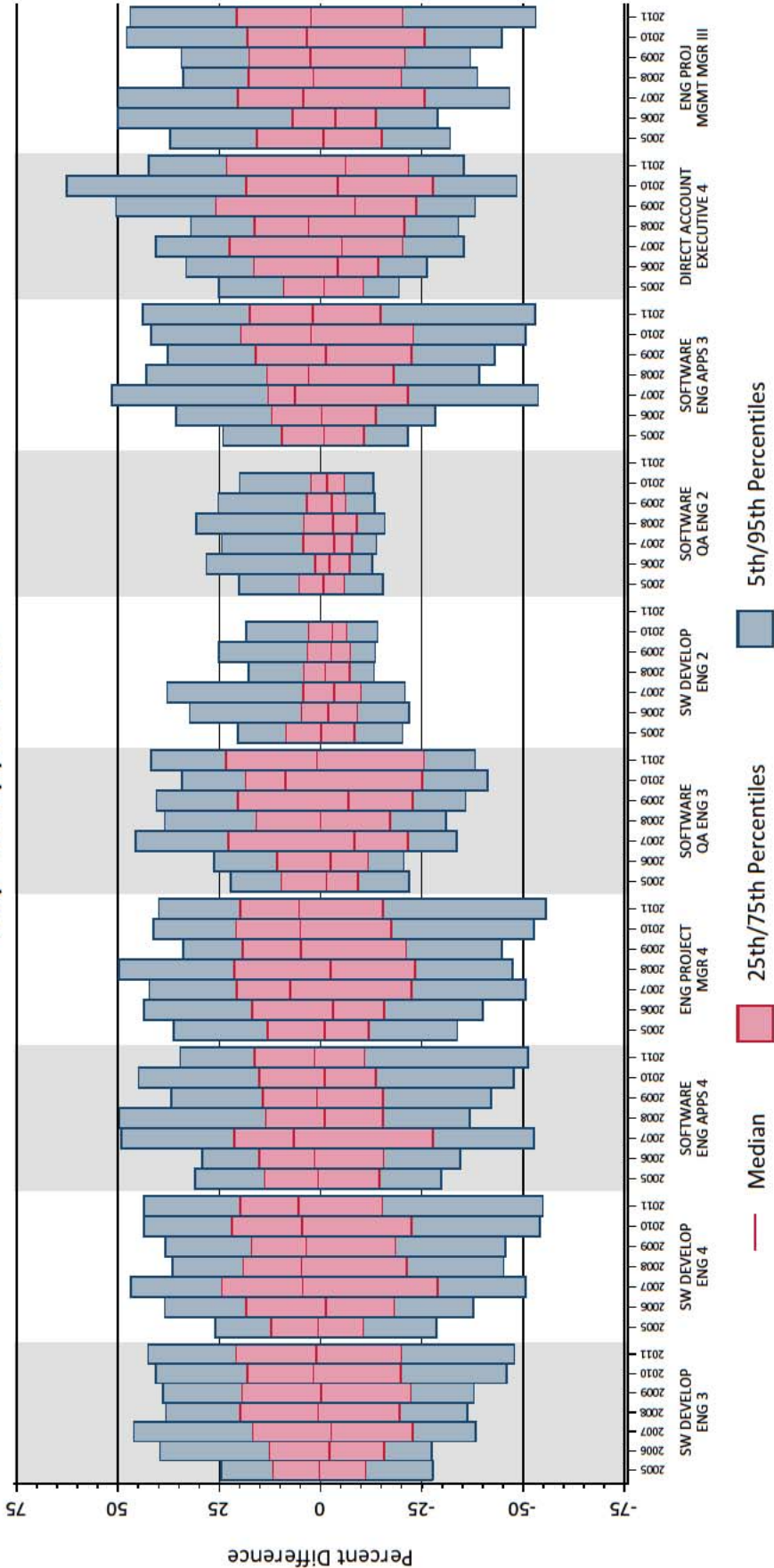
Exhibit 14B

Differences between Actual Compensation and Dr. Leamer's Predicted Compensation
Yearly Hedonic Regressions by Defendant for Technical, Creative, and R&D Class



Note: The percent difference is calculated as the residual from Dr. Leamer's Figure 14 regression models multiplied by 100.
Source: Dr. Leamer's backup data and materials.

Exhibit 15A
Difference between Actual Compensation and Dr. Leamer Predicted Compensation
Top 10 Apple Jobs



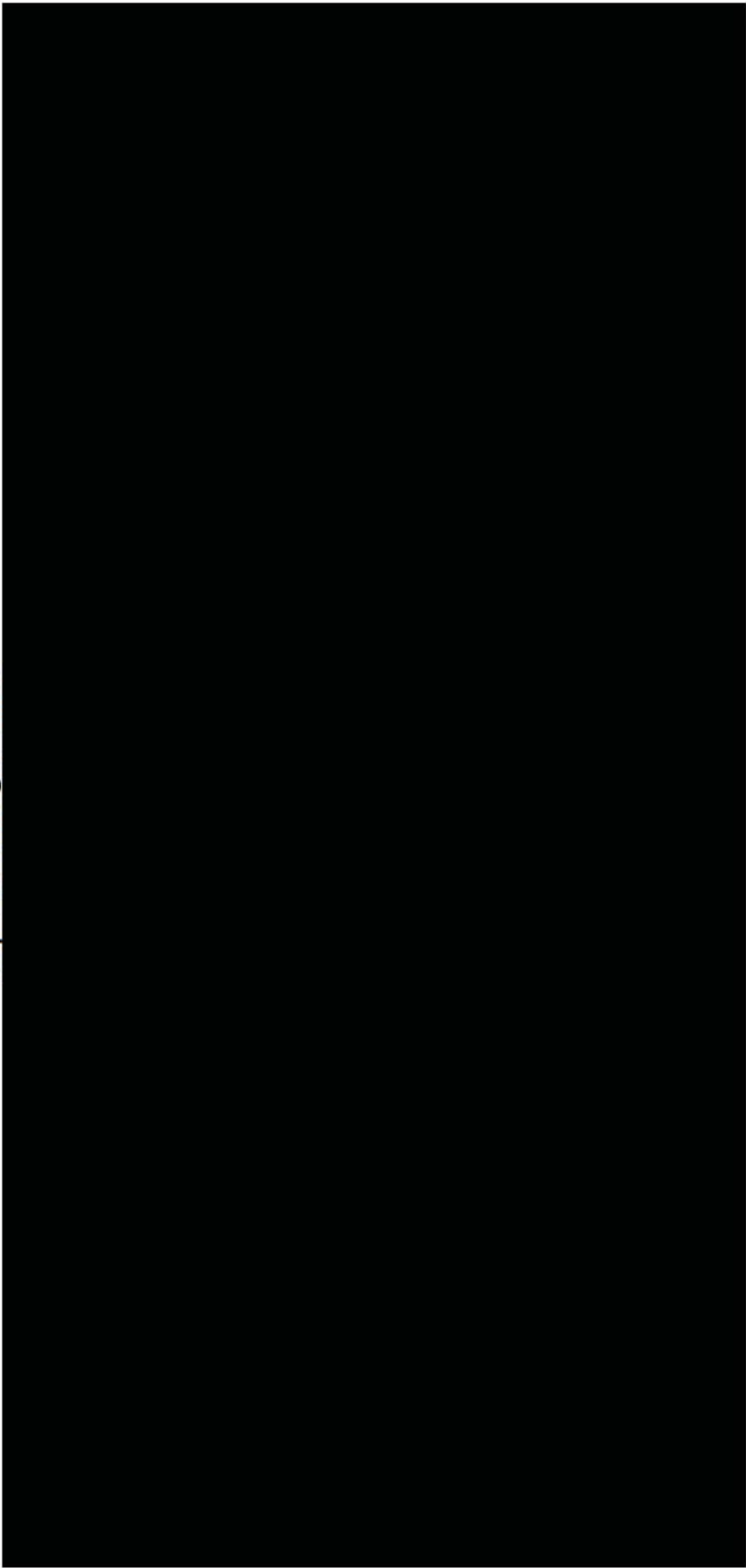
Notes:

- [1] The percent difference is calculated as the residual from Dr. Leamer's Figure 12 regression models multiplied by 100.
- [2] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
- [3] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.
- [4] Apple's job titles changed in 2005.

Source: Dr. Leamer's backup data and materials.

Exhibit 15B

Difference between Actual Compensation and Dr. Leamer Predicted Compensation
Top 10 Google Jobs



Percent Difference

— Median 25th/75th Percentiles 5th/95th Percentiles

Notes:

- [1] The percent difference is calculated as the residual from Dr. Leamer's Figure 12 regression models multiplied by 100.
- [2] The top 10 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
- [3] Bars are missing when there are fewer than five employees with the relevant job title in the data in the given year.

Source: Dr. Leamer's backup data and materials.

Exhibit 16

Dr. Leamer's Model Implies Very Large Differences Over Time in the Compensation of Individuals with Identical Characteristics and Starting Compensation Levels
(Simulations Based on Dr. Leamer's "Conduct Regression")

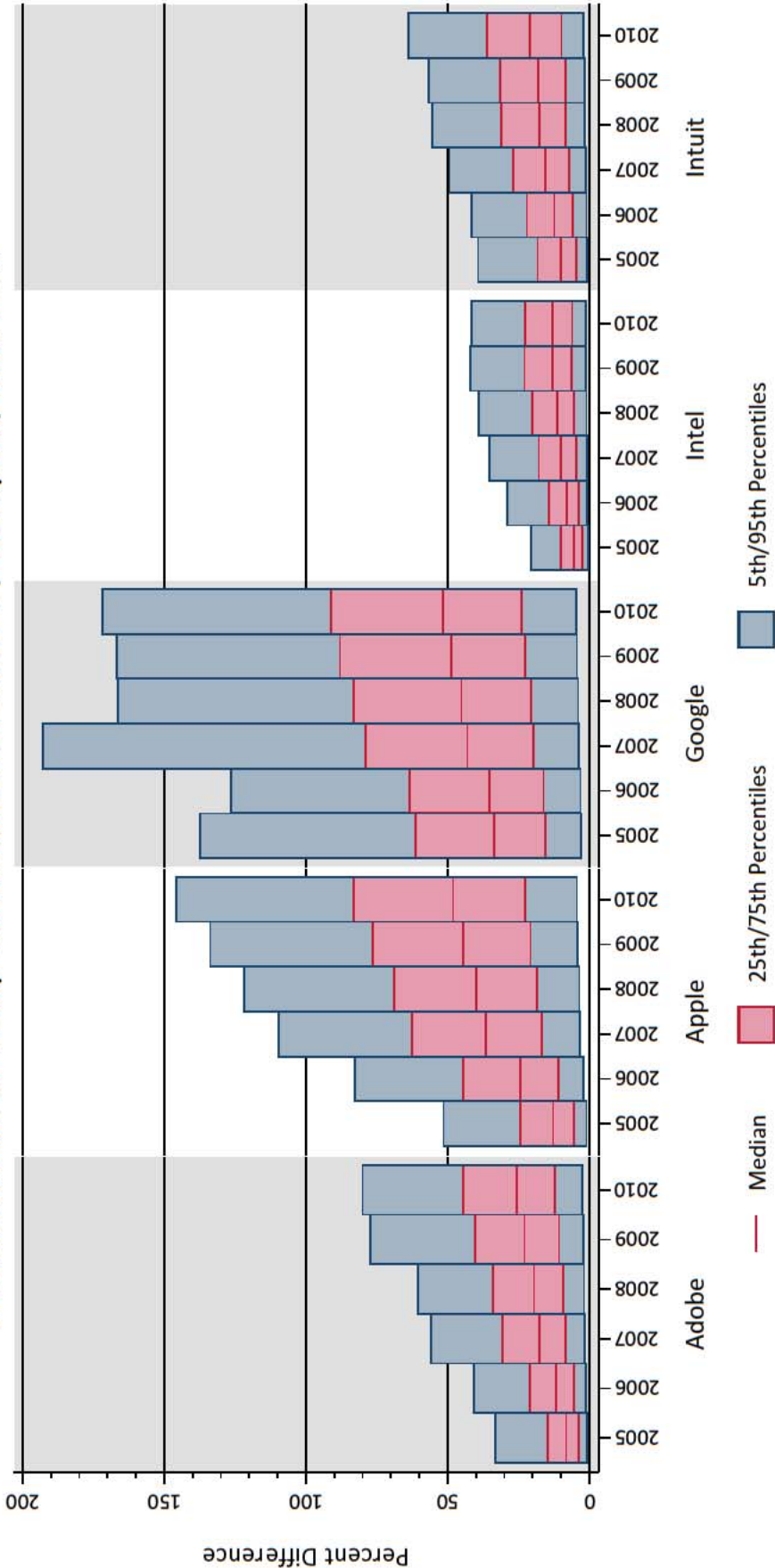
| | Adobe | Apple | Google | Intel | Intuit | All Firms |
|-----------------|--|-------|--------|-------|--------|-----------|
| | <u>Difference in Compensation after Two Years</u> | | | | | |
| Average | 15% | 31% | 46% | 11% | 16% | 24% |
| 90th Percentile | 32% | 67% | 100% | 22% | 33% | 56% |
| | <u>Difference in Compensation after Five Years</u> | | | | | |
| Average | 29% | 53% | 62% | 16% | 22% | 37% |
| 90th Percentile | 61% | 111% | 135% | 34% | 46% | 86% |

Notes:

- [1] Compensation differences are constructed using coefficients and residuals from Dr. Leamer's Figure 20 regression model.
- [2] Percent differences are defined as differences in logs.
- [3] Based on 50,000 simulations of compensation growth from 2004 through 2009 for each firm.
- [4] Lucasfilm and Pixar are excluded because there is insufficient data to do simulations in all years.

Source: Dr. Leamer's backup data and materials.

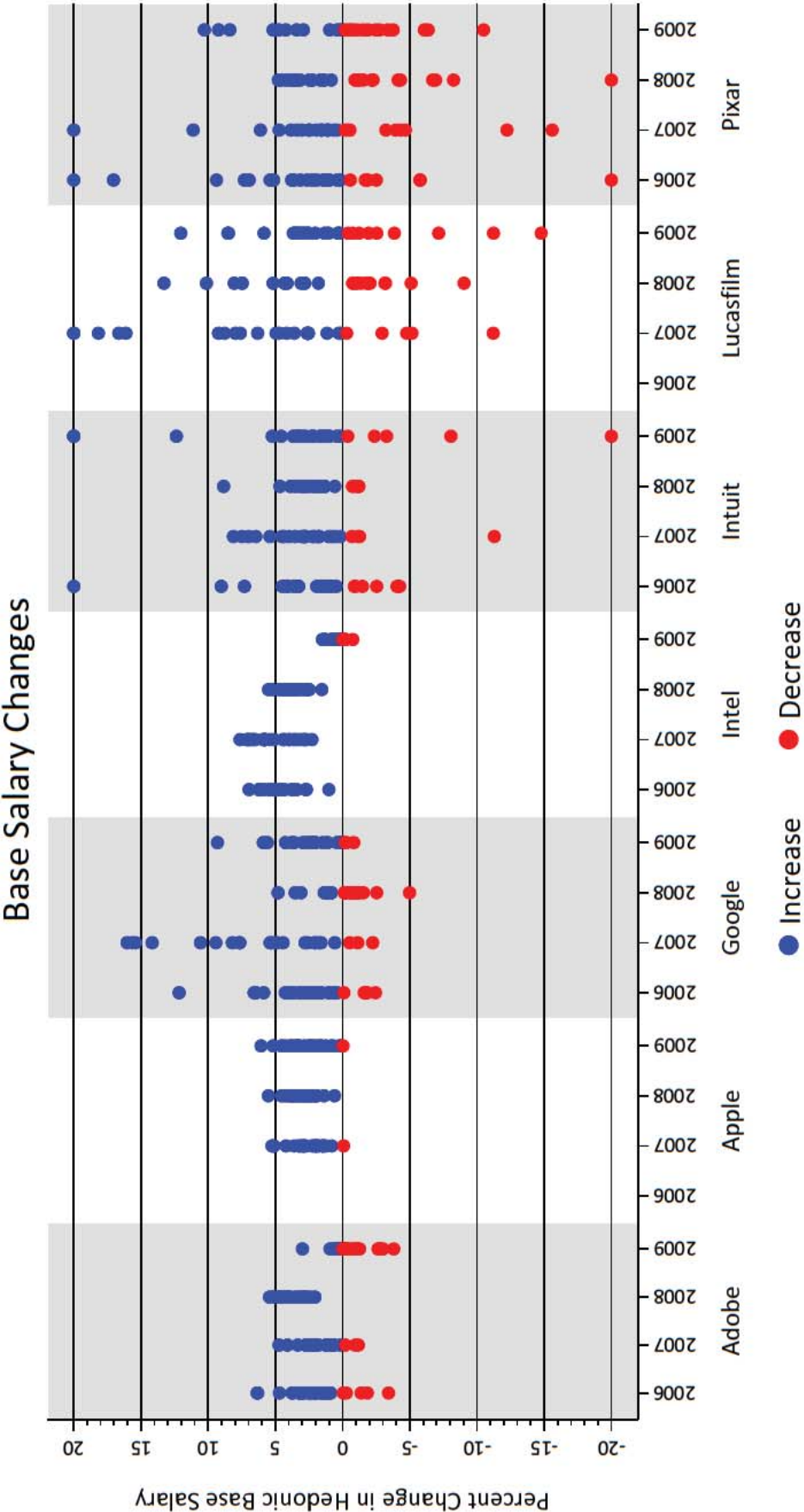
Exhibit 17
Simulated Compensation Dynamics of Two Identically Situated Employees
Distributions of Compensation Differences by Company and Year



Notes:
[1] Compensation differences are constructed using coefficients and residuals from Dr. Leamer's Figure 20 regression model.
[2] Percent differences are defined as differences in logs.
[3] Based on 50,000 simulations for each firm.
[4] Lucasfilm and Pixar are excluded because there is insufficient data to do the simulations in all years.

Source: Dr. Leamer's backup data and materials.

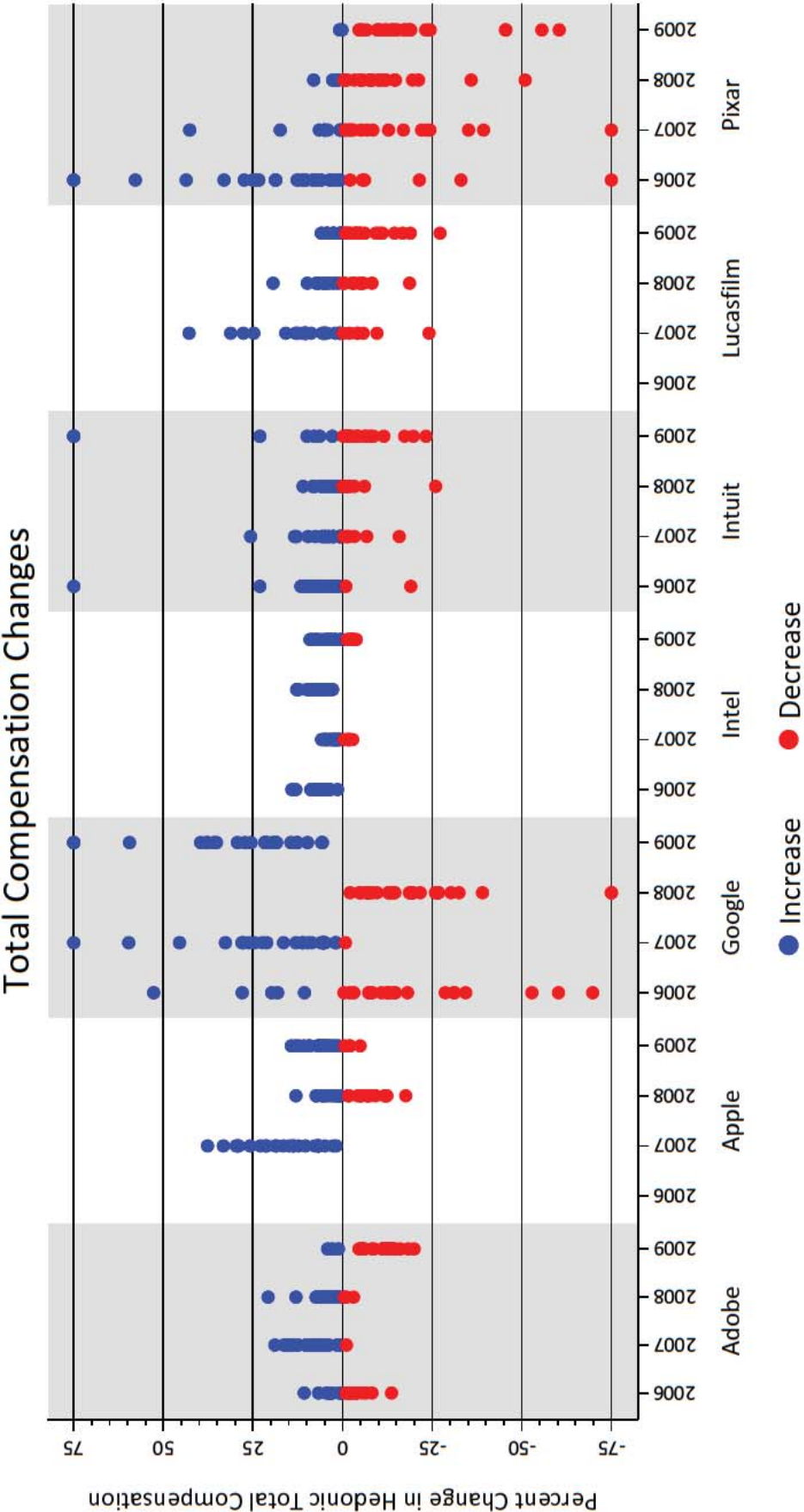
Exhibit 18A
Annual Changes in "Constant Attribute Compensation" of Top 25 Job Titles



Notes:
[1] The top 25 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
[2] Percent changes in hedonic base salary are defined as differences in logs.
[3] Outliers are capped at +/- 20 percent.

Source: Dr. Leamer's backup data and materials.

Exhibit 18B
Annual Changes in "Constant Attribute Compensation" of Top 25 Job Titles



Notes:
[1] The top 25 jobs are identified using 2005 through 2009 employment--the same algorithm that Dr. Leamer uses in his Figures 15 through 17.
[2] Percent changes in hedonic total compensation are defined as differences in logs.
[3] Outliers are capped at +/- 75 percent.

Source: Dr. Leamer's backup data and materials.

Exhibit 19

Average Percent Change in Total Compensation

Dr. Leamer's Figure 19 Disaggregated by Company vs. Dr. Leamer's Figure 19

Average Change in Total Compensation

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar | Pooled |
|------|--------|-------|--------|-------|--------|-----------|-------|--------|
| 2002 | -27.8% | | | -2.1% | -27.2% | | | -4.7% |
| 2003 | 0.6% | | | -5.1% | 8.5% | | | -2.3% |
| 2004 | 1.5% | | | 13.1% | 8.3% | | | 10.3% |
| 2005 | 9.8% | | | -1.3% | 5.6% | | | 0.5% |
| 2006 | 6.9% | | | 10.6% | 13.9% | | | 9.1% |
| 2007 | 11.2% | | | 4.5% | 8.8% | | | 7.4% |
| 2008 | 6.9% | | | 12.0% | 8.8% | | | 6.8% |
| 2009 | -7.5% | | | 2.9% | -0.1% | | | 7.4% |
| 2010 | 3.0% | | | 7.9% | 12.7% | | | 6.5% |
| 2011 | 11.1% | | | 8.7% | 1.8% | | | 9.7% |

Estimated Overpayment/Underpayment - Initial

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar | Pooled |
|------|-------|-------|--------|--------|--------|-----------|-------|--------|
| 2005 | 3.4% | 4.2% | -8.7% | -12.2% | 0.6% | 2.8% | 35.6% | -9.5% |
| 2006 | 0.6% | 8.8% | -17.2% | -0.4% | 8.9% | 8.5% | 26.8% | -0.9% |
| 2007 | 4.9% | 14.5% | 16.4% | -6.4% | 3.8% | 3.8% | 9.0% | -2.6% |
| 2008 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| 2009 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |

Estimated Overpayment/Underpayment - Cumulative

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar | Pooled |
|------|-------|-------|--------|--------|--------|-----------|-------|--------|
| 2005 | 3.4% | 4.2% | -8.7% | -12.2% | 0.6% | 2.8% | 35.6% | -9.5% |
| 2006 | 4.0% | 13.0% | -25.9% | -12.5% | 9.5% | 11.4% | 62.3% | -10.3% |
| 2007 | 8.9% | 27.5% | -9.5% | -18.9% | 13.3% | 15.1% | 71.4% | -12.9% |
| 2008 | 8.9% | 27.5% | -9.5% | -18.9% | 13.3% | 15.1% | 71.4% | -12.9% |
| 2009 | 8.9% | 27.5% | -9.5% | -18.9% | 13.3% | 15.1% | 71.4% | -12.9% |

Note: This analysis follows Dr. Leamer's methodology in his Figure 19 of treating 2005 as the first year of the agreements for all Defendants, even though for Intuit, Lucasfilm and Pixar the first alleged agreements started in other years.
Source: Leamer Report backup data and programs.

Exhibit 20

"Undercompensation" Estimates Using Defendant-Specific
Conduct Variables and Other Defendant-Specific Interactive
Effects in Dr. Leamer's Regression

vs.

"Undercompensation" Estimates in Dr. Leamer's
Figures 22 and 24

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|---------|--------|--------|--------|---------|-----------|-------|
| 2005 | -1.82% | -2.54% | 12.73% | 0.51% | 1.70% | 25.47% | |
| 2006 | 4.37% | -0.72% | 26.90% | -1.89% | 9.59% | 30.64% | |
| 2007 | -0.68% | -2.65% | 19.16% | -6.26% | -6.45% | 28.52% | |
| 2008 | -2.19% | -4.06% | 5.70% | -8.01% | -10.24% | 36.96% | |
| 2009 | -20.26% | -1.53% | -5.43% | -8.96% | -10.02% | 31.11% | |

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|--------|--------|---------|--------|-----------|---------|
| 2005 | -1.61% | -1.59% | -1.78% | -1.67% | | -12.13% | -10.56% |
| 2006 | -4.28% | -4.43% | -4.44% | -4.70% | | -14.63% | -12.44% |
| 2007 | -6.64% | -6.94% | -6.39% | -7.46% | -3.24% | -17.24% | -14.28% |
| 2008 | -9.08% | -9.56% | -8.40% | -10.05% | -5.64% | -19.94% | -15.76% |
| 2009 | -9.15% | -9.73% | -7.51% | -9.95% | -5.70% | -20.12% | -14.65% |

Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|---------|--------|---------|--------|--------|-----------|--------|
| 2005 | -1.92% | -2.01% | 11.08% | 1.71% | | 6.60% | 28.18% |
| 2006 | 5.82% | -2.95% | 22.47% | 0.62% | | 17.23% | 30.70% |
| 2007 | -0.05% | -5.23% | 13.12% | -3.03% | -6.93% | 23.38% | 36.34% |
| 2008 | -1.29% | -7.33% | -0.88% | -3.44% | -8.59% | 24.38% | 34.92% |
| 2009 | -22.60% | -6.28% | -10.56% | -4.67% | -7.47% | 24.05% | 28.33% |

Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|---------|---------|--------|--------|-----------|---------|
| 2005 | -1.56% | -1.90% | -3.07% | -1.64% | | -10.80% | -9.28% |
| 2006 | -4.29% | -4.96% | -7.23% | -3.06% | | -14.77% | -10.47% |
| 2007 | -6.48% | -7.79% | -9.36% | -3.38% | -3.41% | -18.08% | -10.61% |
| 2008 | -8.80% | -10.64% | -11.20% | -4.76% | -5.21% | -20.44% | -11.87% |
| 2009 | -8.44% | -10.51% | -9.00% | -4.19% | -4.96% | -20.54% | -9.62% |

Source: Leamer Figure 20 and 23 regressions including interactions between company indicators and Dr. Leamer's conduct, age, and hiring rate variables. Pixar revenue data after 2005 are included.

Exhibit 21A

Dr. Leamer's Figure 20 Regression Using Corrected Standard Errors

All-Salaried Employee Class

Dependant Variable: Log(Total Annual Compensation/CPI)

| Variable | Estimate | St. Error | T-Value |
|--|----------------|-----------|---------|
| Conduct * Age | 0.0067 ** | 0.0031 | 2.18 |
| Conduct * Age^2 | -0.0001 *** | 0.0000 | -2.45 |
| Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1)) | 0.0028 | 0.0247 | 0.12 |
| Conduct | -0.1647 | 0.1269 | -1.30 |
| ADOBE * Log(Total Annual Compensation/CPI) (-1) | 0.6949 *** | 0.0608 | 11.42 |
| APPLE * Log(Total Annual Compensation/CPI) (-1) | 0.7404 *** | 0.0587 | 12.62 |
| GOOGLE * Log(Total Annual Compensation/CPI) (-1) | 0.4945 *** | 0.0530 | 9.33 |
| INTEL * Log(Total Annual Compensation/CPI) (-1) | 0.6690 *** | 0.0351 | 19.06 |
| INTUIT * Log(Total Annual Compensation/CPI) (-1) | 0.7090 *** | 0.0458 | 15.48 |
| PIXAR * Log(Total Annual Compensation/CPI) (-1) | 0.6944 *** | 0.1840 | 3.77 |
| LUCASFILM * Log(Total Annual Compensation/CPI) (-1) | 0.8131 *** | 0.1069 | 7.61 |
| ADOBE * Log(Total Annual Compensation/CPI) (-2) | 0.2963 *** | 0.0461 | 6.43 |
| APPLE * Log(Total Annual Compensation/CPI) (-2) | 0.2610 *** | 0.0407 | 6.41 |
| GOOGLE * Log(Total Annual Compensation/CPI) (-2) | 0.3732 *** | 0.0453 | 8.25 |
| INTEL * Log(Total Annual Compensation/CPI) (-2) | 0.3001 *** | 0.0389 | 7.71 |
| INTUIT * Log(Total Annual Compensation/CPI) (-2) | 0.2551 *** | 0.0433 | 5.89 |
| PIXAR * Log(Total Annual Compensation/CPI) (-2) | 0.1983 *** | 0.0780 | 2.54 |
| LUCASFILM * Log(Total Annual Compensation/CPI) (-2) | 0.1779 * | 0.0979 | 1.82 |
| Log(Age) (Years) | -0.3591 ** | 0.1799 | -2.00 |
| Log(Age)^2 | 0.0394 * | 0.0233 | 1.69 |
| Log(Company Tenure) (Months) | 0.0107 | 0.0415 | 0.26 |
| Log(Company Tenure)^2 | -0.0012 | 0.0043 | -0.28 |
| Male | 0.0027 | 0.0020 | 1.37 |
| DLog(Information Sector Employment in San-Jose) | 1.4353 *** | 0.3827 | 3.75 |
| Log(Total Number of Transfers Among Defendants) | 0.0961 ** | 0.0456 | 2.11 |
| Year (trend) | -0.0038 | 0.0076 | -0.50 |
| Log(Number of New Hires In the Firm/Number of Employees(-1)) | 0.0154 | 0.0214 | 0.72 |
| Log(Total Number of New Hires) | -0.2485 *** | 0.0568 | -4.37 |
| Log(Firm Revenue Per Employee/CPI) (-1) | -0.1070 | 0.0785 | -1.36 |
| DLog(Firm Revenue Per Employee/CPI) (-1) | 0.2170 *** | 0.0814 | 2.67 |
| APPLE | 0.0627 | 0.2642 | 0.24 |
| GOOGLE | 1.0364 *** | 0.3351 | 3.09 |
| INTEL | 0.1522 | 0.2431 | 0.63 |
| INTUIT | 0.1462 | 0.2151 | 0.68 |
| PIXAR | 0.7251 | 0.6673 | 1.09 |
| LUCASFILM | 0.1352 | 0.2762 | 0.49 |
| Location (State) Indicators | YES | | |
| Constant | YES | | |
| R-Square | 0.926 | | |
| Observations | 504,897 | | |

Note: *** Significant at 1% level, ** Significant at 5% level, * Significant at 10% level.

Source: Dr. Leamer's backup data and materials. Standard errors clustered on employer-year.

Exhibit 21B

Dr. Leamer's Figure 23 Regression Using Corrected Standard Errors

Technical, Creative and R&D Class

Dependant Variable: Log(Total Annual Compensation/CPI)

| Variable | Estimate | St. Error | T-Value |
|--|----------------|-----------|---------|
| Conduct * Age | 0.0079 *** | 0.0033 | 2.38 |
| Conduct * Age^2 | -0.0001 *** | 0.0000 | -2.71 |
| Conduct * Log(Number of New Hires In the Firm/Number of Employees(-1)) | -0.0121 | 0.0281 | -0.43 |
| Conduct | -0.2196 | 0.1362 | -1.61 |
| ADOBE * Log(Total Annual Compensation/CPI) (-1) | 0.6744 *** | 0.0650 | 10.38 |
| APPLE * Log(Total Annual Compensation/CPI) (-1) | 0.7234 *** | 0.0570 | 12.70 |
| GOOGLE * Log(Total Annual Compensation/CPI) (-1) | 0.4367 *** | 0.0672 | 6.50 |
| INTEL * Log(Total Annual Compensation/CPI) (-1) | 0.6401 *** | 0.0325 | 19.67 |
| INTUIT * Log(Total Annual Compensation/CPI) (-1) | 0.6703 *** | 0.0486 | 13.81 |
| PIXAR * Log(Total Annual Compensation/CPI) (-1) | 0.6491 *** | 0.2295 | 2.83 |
| LUCASFILM * Log(Total Annual Compensation/CPI) (-1) | 0.8462 *** | 0.0911 | 9.29 |
| ADOBE * Log(Total Annual Compensation/CPI) (-2) | 0.3053 *** | 0.0523 | 5.83 |
| APPLE * Log(Total Annual Compensation/CPI) (-2) | 0.2538 *** | 0.0391 | 6.49 |
| GOOGLE * Log(Total Annual Compensation/CPI) (-2) | 0.3659 *** | 0.0476 | 7.68 |
| INTEL * Log(Total Annual Compensation/CPI) (-2) | 0.3179 *** | 0.0353 | 9.00 |
| INTUIT * Log(Total Annual Compensation/CPI) (-2) | 0.2857 *** | 0.0439 | 6.51 |
| PIXAR * Log(Total Annual Compensation/CPI) (-2) | 0.1045 | 0.0896 | 1.17 |
| LUCASFILM * Log(Total Annual Compensation/CPI) (-2) | 0.1448 * | 0.0805 | 1.80 |
| Log(Age) (Years) | -0.5894 *** | 0.1877 | -3.14 |
| Log(Age)^2 | 0.0696 *** | 0.0239 | 2.92 |
| Log(Company Tenure) (Months) | 0.0297 | 0.0477 | 0.62 |
| Log(Company Tenure)^2 | -0.0025 | 0.0049 | -0.52 |
| Male | 0.0065 *** | 0.0024 | 2.64 |
| DLog(Information Sector Employment in San-Jose) | 1.4378 *** | 0.4146 | 3.47 |
| Log(Total Number of Transfers Among Defendants) | 0.0973 ** | 0.0493 | 1.98 |
| Year (trend) | -0.0008 | 0.0080 | -0.10 |
| Log(Number of New Hires In the Firm/Number of Employees(-1)) | 0.0240 | 0.0241 | 0.99 |
| Log(Total Number of New Hires) | -0.2720 *** | 0.0617 | -4.41 |
| Log(Firm Revenue Per Employee/CPI) (-1) | -0.0661 | 0.0853 | -0.78 |
| DLog(Firm Revenue Per Employee/CPI) (-1) | 0.2068 *** | 0.0869 | 2.38 |
| APPLE | 0.1220 | 0.2718 | 0.45 |
| GOOGLE | 1.3682 *** | 0.4309 | 3.18 |
| INTEL | 0.1569 | 0.2761 | 0.57 |
| INTUIT | 0.1393 | 0.2268 | 0.61 |
| PIXAR | 1.5864 | 1.0458 | 1.52 |
| LUCASFILM | 0.0127 | 0.3184 | 0.04 |
| Location (State) Indicators | YES | | |
| Constant | YES | | |
| R-Square | 0.874 | | |
| Observations | 292,489 | | |

Note: *** Significant at 1% level, ** Significant at 5% level, * Significant at 10% level.

Source: Dr. Leamer's backup data and materials. Standard errors clustered on employer-year.

Exhibit 22A

Dr. Leamer's Estimates of Undercompensation Are Not Statistically Significant All-Salaried Employee Class

| | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|---|--------|--------|--------|---------|--------|-----------|---------|
| <u>Dr. Leamer's Annual Undercompensation Estimates (Figure 22)</u> | | | | | | | |
| 2005 | -1.61% | -1.59% | -1.78% | -1.67% | | -12.13% | -10.56% |
| 2006 | -4.28% | -4.43% | -4.44% | -4.70% | | -14.63% | -12.44% |
| 2007 | -6.64% | -6.94% | -6.39% | -7.46% | -3.24% | -17.24% | -14.28% |
| 2008 | -9.08% | -9.56% | -8.40% | -10.05% | -5.64% | -19.94% | -15.76% |
| 2009 | -9.15% | -9.73% | -7.51% | -9.95% | -5.70% | -20.12% | -14.65% |
| <u>T-Statistics for Annual Undercompensation Estimates</u> | | | | | | | |
| 2005 | -0.94 | -0.74 | -0.47 | -0.96 | | -1.17 | -0.91 |
| 2006 | -0.88 | -0.81 | -0.49 | -1.49 | | -0.98 | -0.86 |
| 2007 | -0.90 | -0.80 | -0.55 | -1.62 | -0.86 | -0.93 | -0.88 |
| 2008 | -0.90 | -0.80 | -0.60 | -1.63 | -0.99 | -0.95 | -0.79 |
| 2009 | -0.94 | -0.82 | -0.64 | -1.62 | -1.04 | -0.96 | -0.72 |
| <u>P-Values for Annual Undercompensation Estimates</u> | | | | | | | |
| 2005 | 35.3% | 46.5% | 64.1% | 34.0% | | 24.9% | 36.8% |
| 2006 | 38.2% | 42.3% | 62.7% | 14.2% | | 33.0% | 39.3% |
| 2007 | 37.1% | 42.6% | 58.7% | 11.1% | 39.4% | 35.5% | 38.4% |
| 2008 | 37.0% | 42.6% | 55.1% | 10.8% | 32.6% | 34.4% | 43.2% |
| 2009 | 35.0% | 41.7% | 52.3% | 11.2% | 30.1% | 34.3% | 47.7% |

Notes:

[1] Estimates with t-statistics below 1.96 in absolute value (or, equivalently, with p-values greater than 5%) are not statistically significant at the 95% level.

[2] Standard errors are clustered on employer and year.

Source: Dr. Leamer's Figure 20 regression data.

Exhibit 22B

Dr. Leamer's Estimates of Undercompensation Are Not Statistically Significant Technical, Creative, and R&D Class

| | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|--|--------|---------|---------|--------|--------|-----------|---------|
| Dr. Leamer's Annual Undercompensation Estimates (Figure 24) | | | | | | | |
| 2005 | -1.56% | -1.90% | -3.07% | -1.64% | | -10.80% | -9.28% |
| 2006 | -4.29% | -4.96% | -7.23% | -3.06% | | -14.77% | -10.47% |
| 2007 | -6.48% | -7.79% | -9.36% | -3.38% | -3.41% | -18.08% | -10.61% |
| 2008 | -8.80% | -10.64% | -11.20% | -4.76% | -5.21% | -20.44% | -11.87% |
| 2009 | -8.44% | -10.51% | -9.00% | -4.19% | -4.96% | -20.54% | -9.62% |
| T-Statistics for Annual Undercompensation Estimates | | | | | | | |
| 2005 | -0.81 | -0.77 | -0.71 | -0.83 | | -0.91 | -0.78 |
| 2006 | -0.78 | -0.79 | -0.72 | -0.94 | | -0.85 | -0.72 |
| 2007 | -0.79 | -0.80 | -0.75 | -0.76 | -0.79 | -0.83 | -0.67 |
| 2008 | -0.79 | -0.80 | -0.77 | -0.81 | -0.83 | -0.83 | -0.61 |
| 2009 | -0.79 | -0.81 | -0.80 | -0.72 | -0.84 | -0.83 | -0.49 |
| P-Values for Annual Undercompensation Estimates | | | | | | | |
| 2005 | 42.4% | 44.7% | 48.2% | 40.8% | | 36.8% | 44.1% |
| 2006 | 43.7% | 43.0% | 47.5% | 35.0% | | 39.9% | 47.4% |
| 2007 | 43.6% | 43.0% | 45.6% | 44.8% | 43.1% | 41.0% | 50.7% |
| 2008 | 43.5% | 42.8% | 44.3% | 42.4% | 40.9% | 41.0% | 54.1% |
| 2009 | 43.1% | 42.4% | 42.8% | 47.8% | 40.4% | 41.2% | 62.7% |

Notes:

[1] Estimates with t-statistics below 1.96 in absolute value (or, equivalently, with p-values greater than 5%) are not statistically significant at the 95% level.

[2] Standard errors are clustered on employer and year.

Source: Dr. Leamer's Figure 23 regression data.

Exhibit 23

"Undercompensation" Estimates Using Pre-Conduct Period
as Benchmark in Dr. Leamer's Regression

vs.

"Undercompensation" Estimates Using Post-Conduct Period
as Benchmark in Dr. Leamer's Regression

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|---------|---------|---------|--------|--------|-----------|---------|
| 2005 | -2.71% | -3.61% | -6.33% | -2.81% | | -14.56% | -16.52% |
| 2006 | -7.94% | -9.12% | -15.64% | -3.65% | | -22.11% | -19.53% |
| 2007 | -12.15% | -14.47% | -20.77% | -1.56% | -6.18% | -27.43% | -19.88% |
| 2008 | -16.55% | -19.95% | -25.25% | -2.74% | -9.00% | -30.44% | -23.69% |
| 2009 | -15.87% | -19.92% | -22.16% | -1.37% | -8.34% | -30.04% | -20.65% |

Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|---------|---------|---------|--------|---------|-----------|---------|
| 2005 | -3.46% | -4.70% | -8.39% | -3.54% | | -16.57% | -18.91% |
| 2006 | -10.10% | -11.69% | -20.04% | -3.90% | | -25.84% | -21.64% |
| 2007 | -15.29% | -18.40% | -25.38% | -0.43% | -7.90% | -31.64% | -20.55% |
| 2008 | -20.74% | -25.15% | -29.55% | -1.63% | -10.96% | -34.10% | -24.35% |
| 2009 | -19.53% | -24.64% | -23.64% | 0.33% | -9.96% | -32.41% | -19.40% |

Source: Leamer Figure 20 and 23 regressions estimated using conduct and pre-conduct period data only.

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|--------|--------|-------|--------|-----------|--------|
| 2005 | 2.35% | 2.55% | 2.76% | 2.29% | | 14.80% | 12.66% |
| 2006 | 6.66% | 6.74% | 6.80% | 5.08% | | 19.72% | 15.17% |
| 2007 | 10.43% | 10.54% | 9.43% | 6.72% | 4.83% | 24.07% | 16.81% |
| 2008 | 14.40% | 14.43% | 11.85% | 9.43% | 8.35% | 27.74% | 19.25% |
| 2009 | 14.55% | 14.49% | 10.20% | 9.05% | 8.51% | 28.06% | 17.56% |

Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|--------|--------|--------|--------|-----------|--------|
| 2005 | 2.33% | 2.26% | 1.81% | 2.25% | | 16.28% | 11.56% |
| 2006 | 6.47% | 6.08% | 4.52% | 5.96% | | 20.36% | 13.40% |
| 2007 | 10.17% | 9.38% | 6.50% | 9.12% | 4.58% | 24.38% | 14.99% |
| 2008 | 14.00% | 12.71% | 8.46% | 12.50% | 8.08% | 28.54% | 16.28% |
| 2009 | 14.25% | 12.62% | 7.12% | 12.37% | 8.24% | 29.30% | 14.15% |

Source: Leamer Figure 20 and 23 regressions estimated using conduct and post-conduct period data only.

Exhibit 24

"Undercompensation" Estimates Predicted Using Non-Conduct Period Data in Dr. Leamer's Regression vs. "Undercompensation" Estimates in Dr. Leamer's Figures 22 and 24

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|-------|--------|---------|--------|---------|-----------|---------|
| 2005 | 5.01% | 0.84% | 0.72% | -2.96% | | 2.48% | 4.52% |
| 2006 | 2.65% | 5.79% | -5.61% | -2.73% | | 5.99% | 16.84% |
| 2007 | 4.26% | 12.56% | -2.34% | -8.78% | -6.72% | 3.78% | -4.45% |
| 2008 | 4.67% | -0.10% | -18.53% | -7.36% | -10.78% | 3.88% | -29.03% |
| 2009 | 1.00% | 2.21% | -3.13% | -7.87% | -12.05% | 3.93% | -32.40% |

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|--------|--------|---------|--------|-----------|---------|
| 2005 | -1.61% | -1.59% | -1.78% | -1.67% | | -12.13% | -10.56% |
| 2006 | -4.28% | -4.43% | -4.44% | -4.70% | | -14.63% | -12.44% |
| 2007 | -6.64% | -6.94% | -6.39% | -7.46% | -3.24% | -17.24% | -14.28% |
| 2008 | -9.08% | -9.56% | -8.40% | -10.05% | -5.64% | -19.94% | -15.76% |
| 2009 | -9.15% | -9.73% | -7.51% | -9.95% | -5.70% | -20.12% | -14.65% |

Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|-------|--------|---------|--------|---------|-----------|---------|
| 2005 | 5.83% | 0.97% | 1.89% | -3.43% | | 3.05% | 11.66% |
| 2006 | 2.05% | 4.03% | -12.09% | -1.29% | | 6.07% | 24.15% |
| 2007 | 5.83% | 9.57% | -7.59% | -5.47% | -6.76% | 1.52% | 6.44% |
| 2008 | 5.18% | -4.33% | -25.03% | -2.56% | -8.81% | 1.86% | -16.70% |
| 2009 | 1.46% | -2.26% | -6.45% | -3.09% | -10.53% | 1.90% | -23.03% |

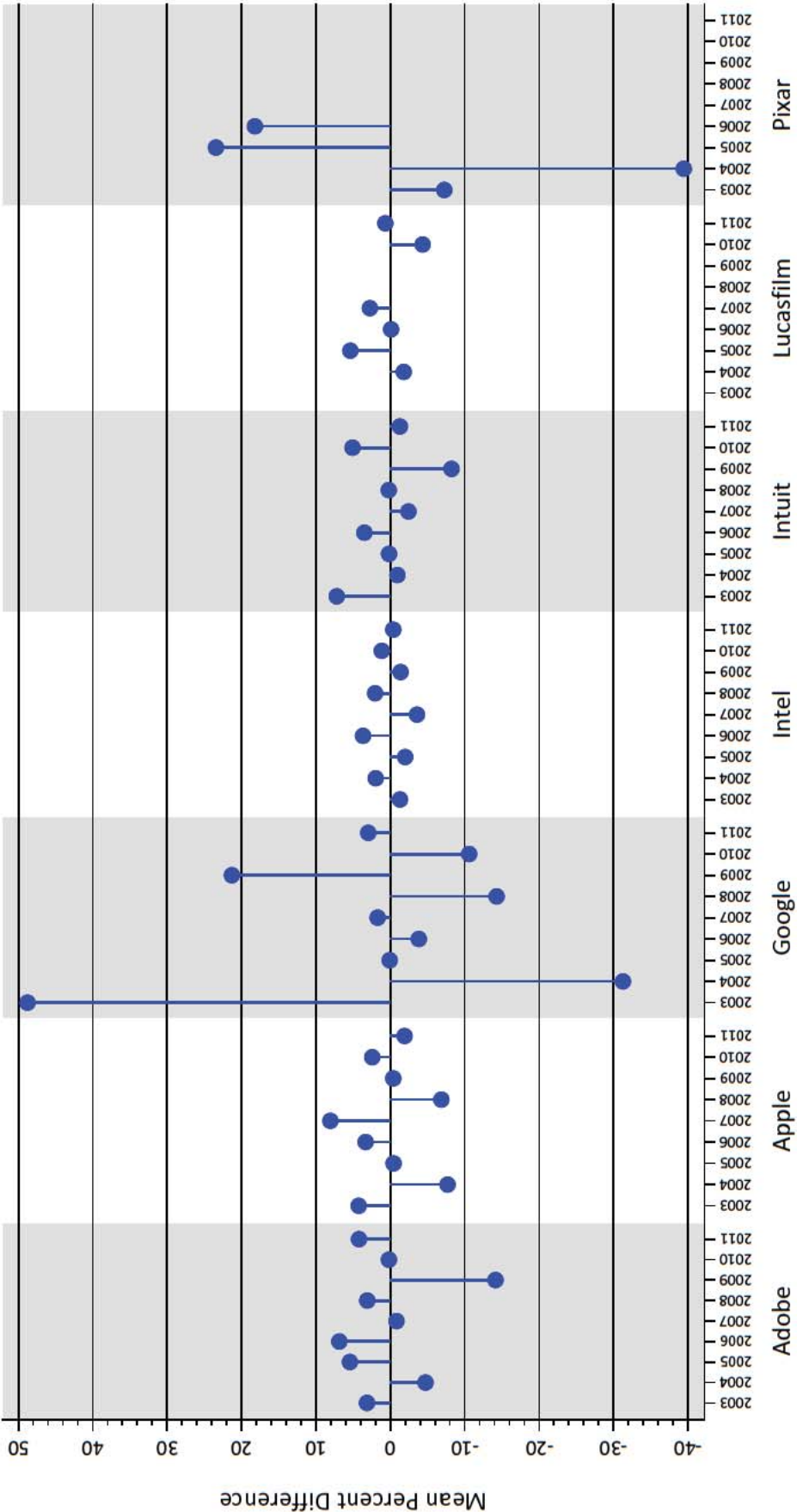
Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|---------|---------|--------|--------|-----------|---------|
| 2005 | -1.56% | -1.90% | -3.07% | -1.64% | | -10.80% | -9.28% |
| 2006 | -4.29% | -4.96% | -7.23% | -3.06% | | -14.77% | -10.47% |
| 2007 | -6.48% | -7.79% | -9.36% | -3.38% | -3.41% | -18.08% | -10.61% |
| 2008 | -8.80% | -10.64% | -11.20% | -4.76% | -5.21% | -20.44% | -11.87% |
| 2009 | -8.44% | -10.51% | -9.00% | -4.19% | -4.96% | -20.54% | -9.62% |

Source: Leamer Figure 20 and 23 regressions estimated using non-conduct period data. Undercompensation calculated using residuals predicted for the conduct period. Pixar revenue data after 2005 are included.

Exhibit 25A

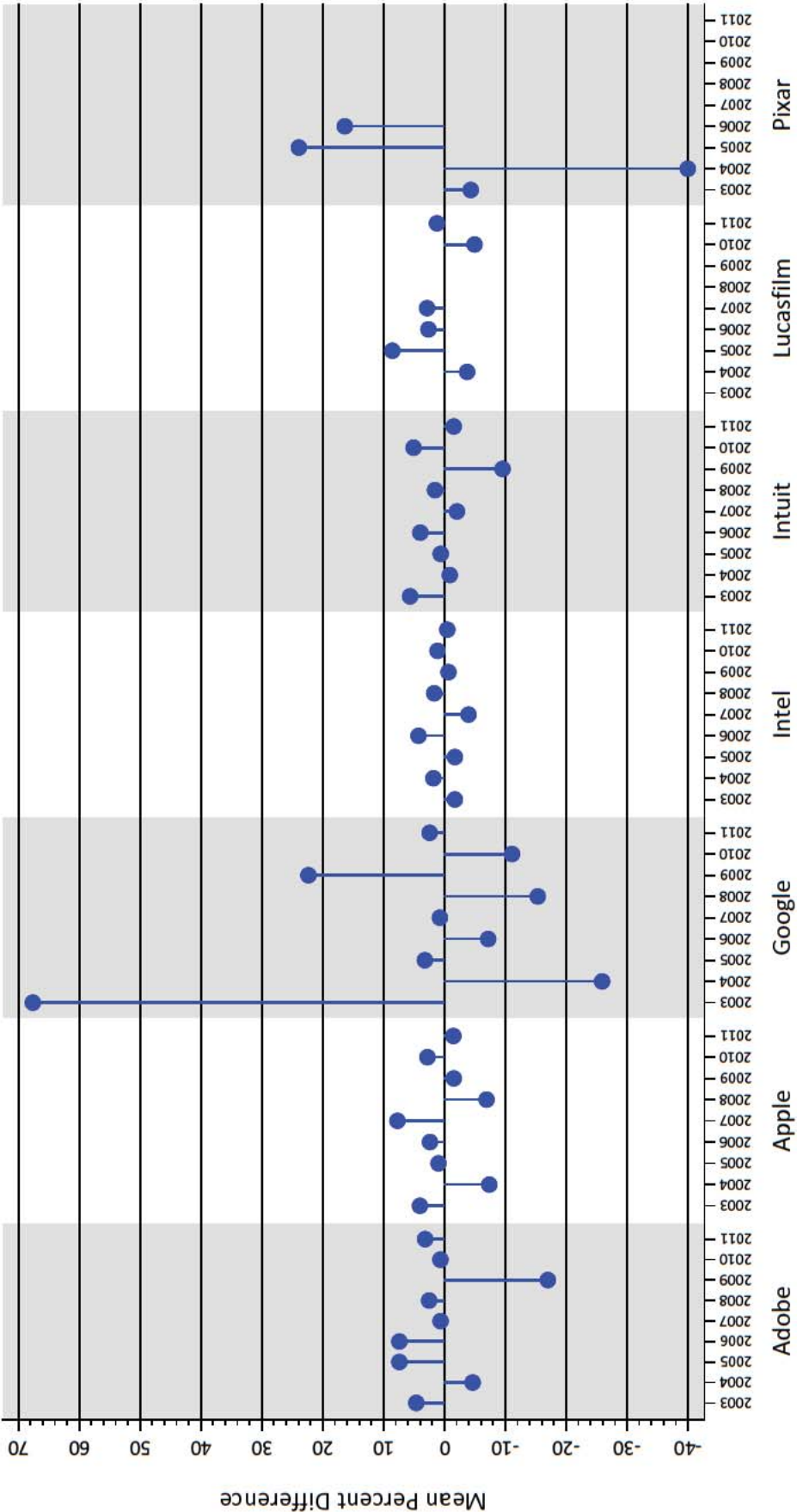
Mean Difference between Actual and Predicted Real Compensation by Company and Year
Dr. Leamer's Conduct Regression for the All Salaried Employee Class



Notes:
[1] The percent difference is calculated as the residual from Dr. Leamer's Figure 20 regression model multiplied by 100.
[2] Real compensation, which is the dependant variable in the Dr. Leamer's model, is defined as total annual compensation divided by the consumer price index.
Source: Dr. Leamer's backup data and materials.

Exhibit 25B

Mean Difference between Actual and Predicted Real Compensation by Company and Year
Dr. Leamer's Conduct Regression for the Technical, Creative, and R&D Class



Notes:
[1] The percent difference is calculated as the residual from Dr. Leamer's Figure 23 regression model multiplied by 100.
[2] Real compensation, which is the dependant variable in the Dr. Leamer's model, is defined as total annual compensation divided by the consumer price index.
Source: Dr. Leamer's backup data and materials.

Exhibit 26

"Undercompensation Estimates" Including Change in "Undercompensation" Estimates in Dr. Leamer's
S&P 500 in Dr. Leamer's Regression vs. Figures 22 and 24

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|--------|--------|--------|--------|-----------|--------|
| 2005 | -0.11% | -0.06% | -0.17% | -0.17% | -1.90% | -1.64% | -1.64% |
| 2006 | -0.23% | -0.27% | -0.43% | -0.84% | -1.83% | -1.83% | -1.83% |
| 2007 | -0.39% | -0.44% | -0.68% | -1.70% | -1.96% | -2.23% | -2.23% |
| 2008 | -0.55% | -0.62% | -1.01% | -2.22% | -0.55% | -2.28% | -2.25% |
| 2009 | -0.66% | -0.66% | -1.01% | -2.32% | -0.61% | -2.31% | -2.14% |

Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|-------|-------|--------|-------|--------|-----------|-------|
| 2005 | 0.48% | 0.19% | -0.84% | 0.41% | | 3.49% | 1.29% |
| 2006 | 1.20% | 0.69% | -1.82% | 2.12% | | 3.17% | 1.43% |
| 2007 | 1.93% | 1.00% | -1.87% | 4.26% | 0.71% | 3.38% | 2.21% |
| 2008 | 2.64% | 1.32% | -1.74% | 5.59% | 1.59% | 4.37% | 1.86% |
| 2009 | 2.81% | 1.40% | -1.15% | 5.76% | 1.74% | 4.57% | 1.65% |

Source: Leamer Figure 20 and 23 regressions including change in S&P 500 Net Total Return Index (Bloomberg).

All-Salaried Employee Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|--------|--------|---------|--------|-----------|---------|
| 2005 | -1.61% | -1.59% | -1.78% | -1.67% | | -12.13% | -10.56% |
| 2006 | -4.28% | -4.43% | -4.44% | -4.70% | | -14.63% | -12.44% |
| 2007 | -6.64% | -6.94% | -6.39% | -7.46% | -3.24% | -17.24% | -14.28% |
| 2008 | -9.08% | -9.56% | -8.40% | -10.05% | -5.64% | -19.94% | -15.76% |
| 2009 | -9.15% | -9.73% | -7.51% | -9.95% | -5.70% | -20.12% | -14.65% |

Technical, Creative and R&D Class

| Year | Adobe | Apple | Google | Intel | Intuit | Lucasfilm | Pixar |
|------|--------|---------|---------|--------|--------|-----------|---------|
| 2005 | -1.56% | -1.90% | -3.07% | -1.64% | | -10.80% | -9.28% |
| 2006 | -4.29% | -4.96% | -7.23% | -3.06% | | -14.77% | -10.47% |
| 2007 | -6.48% | -7.79% | -9.36% | -3.38% | -3.41% | -18.08% | -10.61% |
| 2008 | -8.80% | -10.64% | -11.20% | -4.76% | -5.21% | -20.44% | -11.87% |
| 2009 | -8.44% | -10.51% | -9.00% | -4.19% | -4.96% | -20.54% | -9.62% |

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2002-2005: George J. Stigler Professor of Economics, Department of Economics and
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1993 – 2002: George Pratt Shultz Professor of Business Economics and Industrial
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1988 – 1989: Associate Professor of Business Economics and Industrial Relations,
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1986 – 1988: Assistant Professor of Business Economics and Industrial Relations,
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1983 – 1986: Lecturer, Booth School of Business, University of Chicago

1982 – 1983: Teaching Associate, Department of Economics, University of Chicago

1979 – 1981: Research Assistant, Unicon Research Corporation, Santa Monica, California

Honors and Awards

2008: John von Neumann Lecture Award, Rajk College, Corvinus University, Budapest

2007: Kenneth J. Arrow Award (with Robert H. Topel)

October 2005: Garfield Research Prize (with Robert H. Topel)

September 2005: MacArthur Foundation Fellow

1998: Elected to the American Academy of Arts & Sciences

1997: John Bates Clark Medalist

1993: Fellow of The Econometric Society

1989 – 1991: Sloan Foundation Fellowship, University of Chicago

1983 – 1984: Earhart Foundation Fellowship, University of Chicago

1981 – 1983: Fellowship, Friedman Fund, University of Chicago

1980 – 1981: Phi Beta Kappa, University of California, Los Angeles

1980 – 1981: Earhart Foundation Fellowship, University of California, Los Angeles

1979 – 1981: Department Scholar, Department of Economics, University of California,
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Publications

Books

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